

Agenda of Regular Meeting Baird Independent School District Board of Trustees

Date: Monday, May 19, 2025
Time: 6:30 PM
Location: Baird ISD Library, 600 W 7th St, Baird, Texas 79504

The Baird ISD Board of Trustees welcomes comments from the public on items of public interest. Public participation is governed by Board Policy BED(LOCAL) and is available on the district website. Individuals who wish to participate during the portion of the meeting designated for public comment shall sign up with before the meeting begins and identify the topic on which they wish to address the Board. Comment during special meetings is limited to items on the posted agenda.

Agenda Items

I. Call to Order		
II. Invocation		
III. Establish Quorum		
IV. Public Comment		
V. Reports		
A. Campus Reports		
1. Elementary	Michael Waggoner, Principal	
2. High School	James Stevens, Principal	
3. Athletic Report		4
B. Superintendent Report		
1. Financial Reports		7
2. Investment Report		14
3. Enrollment Report		15
4. Employee of the Month		20
VI. Discussion or Action Items		

The following items are presented for discussion or possible action by the Board. At its discretion, the Board may act or chose not to act, on any of these items.

A. Discussion and possible action to approve minutes of prior meetings	21
B. Discussion and possible action to approve innovative course.	
C. Discussion and possible action to approve WRA Architects for potential bond projects	
D. Discussion and possible action to approve Construction Manager - Agent as the deliver method for potential bond projects	
E. Discussion and possible action to approve Gallagher Construction Company to serve as the Construction Manager Agent for potential bond projects	
F. Discussion and possible action to amend district compensation plan	29
G. Discussion and possible action to approve district calendar for 2025 - 2026	50
H. Discussion and possible action to replace underground gas line	
I. Discussion and possible action to approve metal buildings for VOAG project	
J. Discussion and possible action to approve storage building for track	
K. Discussion and possible action to delegate hiring authority to superintendent from June 1, 2025 - July 31, 2025	
L. Discussion and possible action on teacher contract recommendations	
M. Discussion and possible action to hire athletic director	
VII. Executive Session	
VIII. Action on Executive Session Items	
IX. Adjourn	

If, during the course of any duly posted meeting, the Board of Trustees determines that a closed or executive session is required regarding an item posted on the Agenda, that session will be held on any

or all subjects and purposes permitted by Sections 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.084 of the Government Code (the Texas Open Meetings Act). If a final vote is required on any matter considered in the closed or executive session, it shall be taken either upon the reconvening of the public session covered by this notice or at a subsequent, duly posted, public meeting as the Board shall determine.

May Athletics Board Report

When you get this, the athletic banquet is over. Athletics is over for the year and it has been a great one all the way through. Attached you will see the overview of the year at a glance. KMI should be out here around the 15th to break ground on the football field.

Thank you for the opportunity to end a blessed 40 yrs here at Baird. It is a great place with great people. Thank you for your support all year. I can't think of a better place for Cody to graduate and to end the career.

Coach Means

24-25 Athletics Overview

Football

7-4 Dist. Runner-ups

playoffs

Cross country

1 regional qualifier

Girls BB

Baird 3rd

Rising star 2nd

Playoffs

Boys bb

Baird champs

Rising star champs

Playoffs

Softball

Dist champs

Bi-dist champs

Track

Several area and regional qualifiers

Tennis

Dist champs

Golf

Dist runner ups (boys)

5 reg qualifiers

1 state qualifier

Golf (cont)

Girls

2 regional qualifiers

For the Month of May

Check Nbr	Trans Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
		DIRECT ENERGY BUSIN	016439		199-51-6255.00-999-599000	ELECTRIC SERVICE	6,393.20	N
		SAM'S CLUB	016429	5413	199-41-6495.06-701-599000	SUPPLIES	.02	N
			016429	5413	199-41-6495.06-701-599000	REVERSAL	-.02	N
						Totals for Vendor 00802	.00	
001517	05-06-2025	KNIGHT CARPET CO	017929	1-001925	698-81-6629.00-999-599000	PORTABLE STAGE CARPET	1,545.20	N
001518	05-06-2025	JACOB GUSTAINIS	017902	Q-1249	698-81-6629.00-999-599000	VERKADA LICENSES	13,492.50	N
001519	05-06-2025	WRA ARCHITECTS INC	017919	2238-24 FINAL	698-81-6629.00-999-599000	CONSTRUCTION ADMIN	15,120.70	N
047973	05-01-2025	ALL COPY	017922	AR37726	199-11-6399.00-001-511000	CONTRACTED SERVICES	18.42	N
			017922	AR37726	199-11-6399.00-101-511000	CONTRACTED SERVICES	18.42	N
			017922	AR37726	199-41-6399.00-701-599000	CONTRACTED SERVICES	18.42	N
			017922	AE37726	199-71-6512.00-999-599000	CONTRACTED SERVICES	561.00	N
						Totals for Check 047973	616.26	
047975	05-01-2025	CITY OF BAIRD	017920		199-51-6258.00-999-599000	WATER & GARBAGE BILL	3,168.38	N
047976	05-01-2025	EMPIRE PAPER	017886	0904163	199-51-6319.00-999-599000	supply's	2,495.08	N
047977	05-01-2025	KERI GOODWIN	017925		199-36-6412.20-001-591000	Reimbursement for water	27.72	N
047979	05-01-2025	Sara Price	017868		199-41-6399.00-701-599000	EMPLOYEE OF THE MONTH GIFT	54.00	N
047980	05-01-2025	SHORTY JAKE WALLS	017921	003872	199-51-6249.00-999-599000	CONTRACTED SERVICES	468.00	N
047981	05-01-2025	SURE SHOT PEST MANA	017918	111624	199-51-6249.00-999-599000	pest management	107.00	N
047992	05-05-2025	REECE WALKER	016431		199-36-6219.00-001-591000	OFFICIAL	100.00	N
047993	05-07-2025	Sara Price	016437		199-36-6412.00-999-599000	TENNIS MEALS FOR REGIONAL	800.00	N
047994	05-08-2025	PINE STREET SALVAGE	017926	ADI-14465	199-51-6249.00-999-599000	Rental Containers	515.00	N
047995	05-08-2025	ALLISON TAYLOR	017935		199-36-6412.07-001-599000	meal money for state UIL	300.00	N
047996	05-08-2025	BIG COUNTRY HARDWA	017882		199-51-6319.00-999-599000	supply's	431.87	N
047998	05-08-2025	CITY OF CLYDE	017928	050225	199-36-6499.24-001-591000	Fee for field use	350.00	N
047999	05-08-2025	ESC REGION 14	017937	037980	199-11-6239.00-001-521000	CONTRACTED SERVICES	315.29	N
			017937	037980	199-11-6239.00-101-511000	CONTRACTED SERVICES	166.67	N
			017937	037980	199-11-6239.00-999-511000	CONTRACTED SERVICES	1,018.14	N
			017937	037980	199-11-6239.00-999-525000	CONTRACTED SERVICES	42.86	N
			017937	037980	199-11-6239.01-999-511000	CONTRACTED SERVICES	455.00	N
			017937	037980	199-13-6239.00-999-599000	CONTRACTED SERVICES	134.43	N
			017937	037980	199-13-6239.01-999-511000	CONTRACTED SERVICES	500.00	N
			017937	037980	199-23-6239.00-999-599000	CONTRACTED SERVICES	107.14	N
			017937	037980	199-31-6239.00-999-599000	CONTRACTED SERVICES	50.00	N
			017937	037980	199-31-6239.01-999-599000	CONTRACTED SERVICES	200.00	N
			017937	037980	199-33-6239.00-999-599000	CONTRACTED SERVICES	785.71	N
			017937	037980	199-41-6239.01-701-599000	CONTRACTED SERVICES	185.00	N
			017937	037980	199-41-6239.02-999-599000	CONTRACTED SERVICES	113.57	N
			017937	037980	199-41-6239.03-999-599000	CONTRACTED SERVICES	604.84	N
			017937	037980	199-52-6239.00-999-599000	CONTRACTED SERVICES	785.14	N

For the Month of May

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT	
			017937	037980	199-53-6239.00-701-599000	CONTRACTED SERVICES	1,857.14	N	
			017937	037980	199-53-6239.01-999-599000	CONTRACTED SERVICES	388.71	N	
			017937	037980	199-53-6239.02-999-599000	CONTRACTED SERVICES	3,500.00	N	
			017937	037980	199-53-6239.03-999-599000	CONTRACTED SERVICES	2,142.86	N	
			017937	037980	199-53-6239.04-999-599000	CONTRACTED SERVICES	2,785.71	N	
			Totals for Check 047999					16,210.21	
048000	05-08-2025	FSW ENTERPRISE LLC	017940	4623	199-36-6299.00-001-599000	INTERQUEST DETECTED CANINE	350.00	N	
048002	05-08-2025	LEON ALCALA, PLLC	017934	83736	199-41-6211.00-701-599000	LEGAL SERVICES	2,730.00	N	
048003	05-08-2025	LOWE'S BUSINESS ACC	017815	82130449147146	199-11-6399.01-001-522000	ag mech supplies	314.28	N	
			017883	82130449147146	199-51-6319.00-999-599000	supply's	1,248.87	N	
			Totals for Check 048003					1,563.15	
048004	05-08-2025	QUILL CORPORATION	017834	43750401	199-11-6399.00-101-511000	supplies	1,954.57	N	
048005	05-08-2025	SHORTY JAKE WALLS	017939	003873	199-51-6319.00-999-599000	CONTRACTED SERVICES	486.00	N	
048006	05-08-2025	THE GUTTER WIZARD	017938		199-51-6249.00-999-599000	CONTRACTED MAINTENANCE/RE	2,850.00	N	
050720	05-07-2025	LOVES TRAVEL STOP	016432	6013634595	199-34-6311.00-999-599000	TRANSPORTATION FUEL	1,117.25	N	
			016432	6013634595	199-51-6311.00-999-599000	TRANSPORTATION FUEL	52.50	N	
			Totals for Check 050720					1,169.75	
051425	05-14-2025	LOVES TRAVEL STOP	016433	6013705979	199-34-6311.00-999-599000	TRANSPORTATION FUEL	776.59	N	
052125	05-21-2025	LOVES TRAVEL STOP	016434	6013775282	199-34-6311.00-999-599000	TRANSPORTATION FUEL	402.92	N	
			016434	6013775282	199-51-6311.00-999-599000	TRANSPORTATION FUEL	198.14	N	
			Totals for Check 052125					601.06	
052825	05-28-2025	LOVES TRAVEL STOP	016435	6013846036	199-34-6311.00-999-599000	TRANSPORTATION FUEL	944.97	N	
250705	05-07-2025	SAM'S CLUB	017771	5413	199-51-6319.00-999-599000	supply's	441.08	N	
			Total Checks					76,062.29	

End of Report

Comparison of Revenue to Budget
 As of May

	Estimated Revenue	Current Realized Revenue	Realized Revenue To Date	Revenue Balance	Percent Realized
General Operating Funds					
199 / 5 - GENERAL FUND 5000	5,698,605.00	-17,963.63	-5,969,026.28	-270,421.28	104.75%
Totals 5000 R E C E I P T S	5,698,605.00	-17,963.63	-5,969,026.28	-270,421.28	104.75%
Totals 7000	.00	.00	.00	.00	.00%
Totals General Operating Funds	5,698,605.00	-17,963.63	-5,969,026.28	-270,421.28	104.75%
Special Revenue Funds					
211 / 5 - ESEA TITLE I PART A 5000	100,269.00	.00	-72,324.38	27,944.62	72.13%
240 / 5 - NATIONAL SCHOOL BREAK & LUNCH 5000	385,150.00	-308.70	-190,384.33	194,765.67	49.43%
240 / 5 - NATIONAL SCHOOL BREAK & LUNCH 7000	80,000.00	.00	.00	80,000.00	.00%
244 / 5 - CARL PERKINS VOC. ED GRANT 5000	120,000.00	.00	-12,700.66	107,299.34	10.58%
255 / 5 - TITLE II, PART A CLASS SIZE RE 5000	16,562.00	.00	-5,699.80	10,862.20	34.41%
270 / 5 - REAP GRANT 5000	27,646.36	.00	-14,785.33	12,861.03	53.48%
289 / 5 - TITLE IV SSAEP 5000	10,000.00	.00	-7,500.00	2,500.00	75.00%
410 / 5 - IMA 5000	.00	.00	-43,878.14	-43,878.14	.00%
429 / 5 - TCLAS 5000	.00	.00	-65,880.36	-65,880.36	.00%
461 / 5 - DISTRICT ACTIVITY FUNDS 5000	.00	-552.40	-45,403.77	-45,403.77	.00%
810 / 5 - SCHOLARSHIP FUND 5000	.00	.00	-5,000.00	-5,000.00	.00%
Totals 5000 R E C E I P T S	659,627.36	-861.10	-463,556.77	196,070.59	70.28%
Totals 7000 OBJECT GROUP DESCRIPTION	80,000.00	.00	.00	80,000.00	.00%
Totals Special Revenue Funds	739,627.36	-861.10	-463,556.77	276,070.59	62.67%
Interest & Sinking Funds					
599 / 5 - INTEREST & SINKING FUND 5000	1,949,749.00	-5,834.57	-2,112,637.28	-162,888.28	108.35%
Totals 5000 R E C E I P T S	1,949,749.00	-5,834.57	-2,112,637.28	-162,888.28	108.35%
Totals 7000 OBJECT GROUP DESCRIPTION	.00	.00	.00	.00	.00%
Totals Interest & Sinking Funds	1,949,749.00	-5,834.57	-2,112,637.28	-162,888.28	108.35%
Construction Funds					
698 / 5 - SERIES 2022 BOND 5000	.00	.00	-51,999.57	-51,999.57	.00%
699 / 5 - BOND 5000	.00	.00	-1,600,000.00	-1,600,000.00	.00%
Totals 5000 R E C E I P T S	.00	.00	-1,651,999.57	-1,651,999.57	.00%
Totals 7000 OBJECT GROUP DESCRIPTION	.00	.00	.00	.00	.00%
Totals Construction Funds	.00	.00	-1,651,999.57	-1,651,999.57	.00%
Proprietary Funds					
753 / 5 - INSURANCE 5000	.00	.00	-67.00	-67.00	.00%
Totals 5000 R E C E I P T S	.00	.00	-67.00	-67.00	.00%
Totals 7000 OBJECT GROUP DESCRIPTION	.00	.00	.00	.00	.00%
Totals Proprietary Funds	.00	.00	-67.00	-67.00	.00%

Comparison of Revenue to Budget
 As of May

	<u>Estimated Revenue</u>	<u>Current Realized Revenue</u>	<u>Realized Revenue To Date</u>	<u>Revenue Balance</u>	<u>Percent Realized</u>
Expendable Trust Funds					
865 / 5 - STUDENT ACTIVITY FUNDS 5000	.00	-171.00	-25,209.87	-25,209.87	.00%
Totals 5000 R E C E I P T S	.00	-171.00	-25,209.87	-25,209.87	.00%
Totals 7000 OBJECT GROUP DESCRIPTION	.00	.00	.00	.00	.00%
Totals Expendable Trust Funds	.00	-171.00	-25,209.87	-25,209.87	.00%
Total Revenues 5000	8,307,981.36	-24,830.30	-10,222,496.77	-1,914,515.41	123.04%
Total Revenues 7000	80,000.00	.00	.00	80,000.00	.00%
Total Revenues	8,387,981.36	-24,830.30	-10,222,496.77	-1,834,515.41	121.87%

Comparison of Expenditures and Encumbrances to Budget
 As of May

	<u>Appropriation</u>	<u>Encumbrance</u>	<u>Current Expenditure</u>	<u>Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
General Operating Funds						
199 / 5 - GENERAL FUND 6000	-5,617,855.00	86,748.86	46,448.75	4,356,967.65	-1,174,138.49	77.56%
Totals 6000 EXPENDITURES	-5,617,855.00	86,748.86	46,448.75	4,356,967.65	-1,174,138.49	77.56%
Totals 8000 OBJECT GROUP DESCRIPTION	-80,000.00	.00	.00	.00	-80,000.00	-.00%
Totals General Operating Funds	-5,697,855.00	86,748.86	46,448.75	4,356,967.65	-1,254,138.49	76.47%
Special Revenue Funds						
211 / 5 - ESEA TITLE I PART A 6000	-99,357.00	.00	714.29	84,142.29	-15,214.71	84.69%
240 / 5 - NATIONAL SCHOOL BREAK & LUNCH 6000	-465,150.00	.00	.00	319,821.09	-145,328.91	68.76%
244 / 5 - CARL PERKINS VOC. ED GRANT 6000	-120,000.00	.00	.00	28,048.41	-91,951.59	23.37%
255 / 5 - TITLE II, PART A CLASS SIZE RE 6000	-11,431.00	.00	.00	7,621.07	-3,809.93	66.67%
270 / 5 - REAP GRANT 6000	-24,042.36	.00	.00	14,860.73	-9,181.63	61.81%
289 / 5 - TITLE IV SSAEP 6000	-10,000.00	206.82	.00	9,411.63	-381.55	94.12%
410 / 5 - IMA 6000	.00	.00	42.00	3,444.32	3,444.32	.00%
429 / 5 - TCLAS 6000	-65,880.36	.00	.00	42,142.78	-23,737.58	63.97%
461 / 5 - DISTRICT ACTIVITY FUNDS 6000	-10,000.00	4,840.50	345.49	71,272.17	66,112.67	712.72%
Totals 6000 EXPENDITURES	-805,860.72	5,047.32	1,101.78	580,764.49	-220,048.91	72.07%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Special Revenue Funds	-805,860.72	5,047.32	1,101.78	580,764.49	-220,048.91	72.07%
Interest & Sinking Funds						
599 / 5 - INTEREST & SINKING FUND 6000	-1,604,338.00	.00	.00	592,893.75	-1,011,444.25	36.96%
Totals 6000 EXPENDITURES	-1,604,338.00	.00	.00	592,893.75	-1,011,444.25	36.96%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Interest & Sinking Funds	-1,604,338.00	.00	.00	592,893.75	-1,011,444.25	36.96%
Construction Funds						
698 / 5 - SERIES 2022 BOND 6000	-3,064,048.00	50,207.03	30,158.40	1,687,726.23	-1,326,114.74	55.08%
699 / 5 - BOND 6000	.00	588,853.00	.00	375,365.79	964,218.79	.00%
Totals 6000 EXPENDITURES	-3,064,048.00	639,060.03	30,158.40	2,063,092.02	-361,895.95	67.33%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Construction Funds	-3,064,048.00	639,060.03	30,158.40	2,063,092.02	-361,895.95	67.33%
Proprietary Funds						
753 / 5 - INSURANCE 6000	.00	.00	.00	67.00	67.00	.00%
Totals 6000 EXPENDITURES	.00	.00	.00	67.00	67.00	.00%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Proprietary Funds	.00	.00	.00	67.00	67.00	.00%

Comparison of Expenditures and Encumbrances to Budget
 As of May

	<u>Appropriation</u>	<u>Encumbrance</u>	<u>Current Expenditure</u>	<u>Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
Special Revenue Funds						
810 / 5 - SCHOLARSHIP FUND 6000	.00	.00	.00	1,500.00	1,500.00	.00%
Totals 6000 EXPENDITURES	.00	.00	.00	1,500.00	1,500.00	.00%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Special Revenue Funds	.00	.00	.00	1,500.00	1,500.00	.00%
Expendable Trust Funds						
865 / 5 - STUDENT ACTIVITY FUNDS 6000	.00	5,086.91	53.91	19,432.48	24,519.39	.00%
Totals 6000 EXPENDITURES	.00	5,086.91	53.91	19,432.48	24,519.39	.00%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Expendable Trust Funds	.00	5,086.91	53.91	19,432.48	24,519.39	.00%
Total Expenditures 6000	-11,092,101.72	735,943.12	77,762.84	7,614,717.39	-2,741,441.21	68.65%
Total Expenditures 8000	-80,000.00	.00	.00	.00	-80,000.00	-.00%
Total Expenditures	-11,172,101.72	735,943.12	77,762.84	7,614,717.39	-2,821,441.21	68.16%

0001 - FIRST NAT'L BANK BAIRD-OPER AC

Cash Ending Balance:	2,159,314.33
Add Investment:	
CD -	.00
Total:	2,159,314.33

0002 - FIRST NAT'L BANK WORKER COMP

Cash Ending Balance:	.00
Add Investment:	
Total:	.00

0003 - FIRST NAT'L BANK SHRADER SCHOL

Cash Ending Balance:	7,000.00
Add Investment:	
Total:	7,000.00

0005 - FIRST NAT'L BANK- I&S FUND

Cash Ending Balance:	2,292,369.00
Add Investment:	
Total:	2,292,369.00

0006 - FIRST NAT'L BANK-MMGOLD PLUS

Cash Ending Balance:	2,525,873.16
Add Investment:	
Total:	2,525,873.16

0008 - FBT Student Activity

Cash Ending Balance:	38,380.68
Add Investment:	
Total:	38,380.68

009 - SERIES 2022 BOND

Cash Ending Balance:	1,438,814.46
Add Investment:	
Total:	1,438,814.46

TOTALS

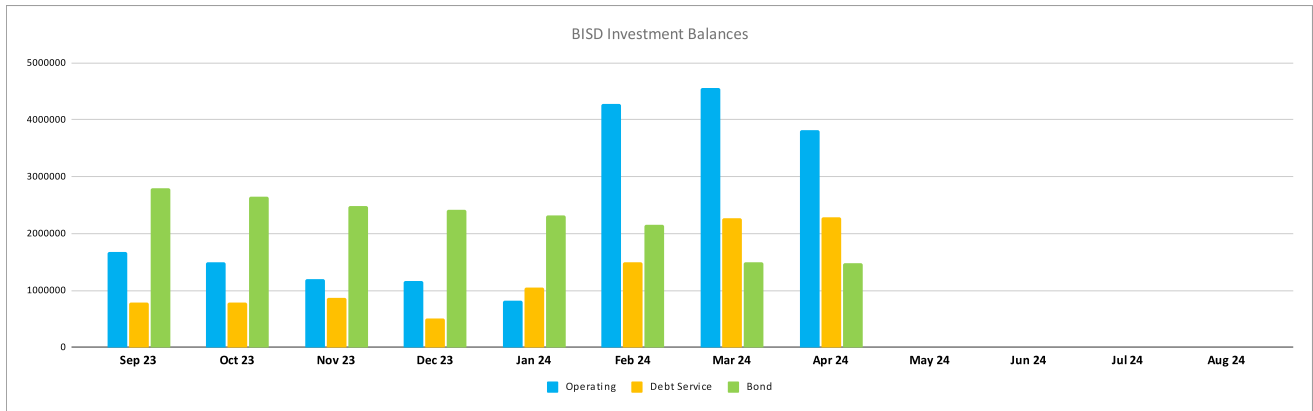
Cash Ending Balance	8,461,751.63
Add Investment Balance	.00
Totals	8,461,751.63

End of Report

Investment Report Baird ISD 2024 - 25

Month Ending:	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025
Operating Accounts						
	Balance	Balance	Balance	Balance	Balance	Balance
General Operating	\$ 778,202.59	\$ 592,762.24	\$ 292,178.34	\$ 263,206.93	\$ 314,664.42	\$ 2,756,501.81
Money Market	\$ 900,499.62	\$ 903,941.26	\$ 907,036.95	\$ 910,335.83	\$ 512,288.75	\$ 1,515,723.72
TOTALS	\$ 1,678,702.21	\$ 1,496,703.50	\$ 1,199,215.29	\$ 1,173,542.76	\$ 826,953.17	\$ 4,272,225.53
Debt Service Accounts						
	Balance	Balance	Balance	Balance	Balance	Balance
Interest & Sinking	\$ 781,187.17	\$ 786,173.24	\$ 864,122.04	\$ 507,145.90	\$ 1,046,078.20	\$ 1,491,193.58
TOTALS	\$ 781,187.17	\$ 786,173.24	\$ 864,122.04	\$ 507,145.90	\$ 1,046,078.20	\$ 1,491,193.58
Construction (Bond) Accounts						
	Balance	Balance	Balance	Balance	Balance	Balance
2022 Series	\$ 2,793,814.68	\$ 2,649,400.06	\$ 2,486,662.25	\$ 2,413,931.99	\$ 2,322,084.78	\$ 2,154,460.18
TOTALS	\$ 2,793,814.68	\$ 2,649,400.06	\$ 2,486,662.25	\$ 2,413,931.99	\$ 2,322,084.78	\$ 2,154,460.18

Month Ending:	Mar 2025	Apr 2025	May 2025	Jun 2025	Jul 2025	Aug 2025
Operating Accounts						
	Balance	Balance	Balance	Balance	Balance	Balance
General Operating	\$ 3,041,774.46	\$ 2,288,079.76				
Money Market	\$ 1,520,873.03	\$ 1,525,873.16				
TOTALS	\$ 4,562,647.49	\$ 3,813,952.92	\$ -	\$ -	\$ -	\$ -
Debt Service Accounts						
	Balance	Balance	Balance	Balance	Balance	Balance
Interest & Sinking	\$ 2,265,921.08	\$ 2,286,534.43				
TOTALS	\$ 2,265,921.08	\$ 2,286,534.43	\$ -	\$ -	\$ -	\$ -
Construction (Bond) Accounts						
	Balance	Balance	Balance	Balance	Balance	Balance
Construction	\$ 1,494,109.64	\$ 1,478,336.61				
TOTALS	\$ 1,494,109.64	\$ 1,478,336.61	\$ -	\$ -	\$ -	\$ -



Report Date: 5/13/2025

	Enrolled	Special Ed	GT	Bilingual	ESL	EB	Title1	PRS	CEHI	Migrant
District 030-903	390	82	23	0	0	2	238	0	0	0
Active	332	72	22	0	0	2	200	0	0	0
Inactive	58	10	1	0	0	0	38	0	0	0
Not In Membership (Eligibility Code 0,7,8) not included: 2										
Campus 001	151	37	18	0	0	1	0	0	0	0
Active	132	33	17	0	0	1	0	0	0	0
Inactive	19	4	1	0	0	0	0	0	0	0
Not In Membership (Eligibility Code 0,7,8) not included: 2										
Campus 101	239	45	5	0	0	1	238	0	0	0
Active	200	39	5	0	0	1	200	0	0	0
Inactive	39	6	0	0	0	0	38	0	0	0
Not In Membership (Eligibility Code 0,7,8) not included: 0										

Note: The district total only counts students once. The sum of campus totals may be greater than the district total because of student movement among campuses.

Grade Reporting (Rcd Status 1,2,3)	Grade Level								
Active	06	07	08	09	10	11	12	Total	
1	27	15	15	21	16	21	18	133	
2	2	2	4	5	1	3	2	19	
Total	29	17	19	26	17	24	20	152	

Grade Reporting Special Education	Grade Level								
Active	06	07	08	09	10	11	12	Total	
1	5	7	4	4	8	3	3	34	
2		1	1	1		1		4	
Total	5	8	5	5	8	4	3	38	

Attendance (Rcd Status 1,2,3)	Grade Level								
Active	06	07	08	09	10	11	12	Total	
1	27	14	15	21	15	21	18	131	
2	2	2	4	5	1	3	2	19	
Total	29	16	19	26	16	24	20	150	

Attendance Special Ed	Grade Level								
Active	06	07	08	09	10	11	12	Total	
1	5	6	4	4	7	3	3	32	
2		1	1	1		1		4	
Total	5	7	5	5	7	4	3	36	

Grade Reporting (Rcd Status 1,2,3)	Grade Level						
Active	01	02	03	04	05	KG	Total
1	25	23	26	22	24	17	137
2	6	4	4	4	2	5	25
Total	31	27	30	26	26	22	162

Grade Reporting Special Education	Grade Level						
Active	01	02	03	04	05	KG	Total
1	8	6	8	1	4	5	32
2	1		1	2			4
Total	9	6	9	3	4	5	36

Attendance (Rcd Status 1,2,3)	Grade Level						
Active	01	02	03	04	05	KG	Total
1	25	23	26	22	24	17	137
2	6	4	4	4	2	5	25
Total	31	27	30	26	26	22	162

Attendance Special Ed	Grade Level						
Active	01	02	03	04	05	KG	Total
1	8	6	8	1	4	5	32
2	1		1	2			4
Total	9	6	9	3	4	5	36

Grade Reporting (Rcd Status 1,2,3)	Grade Level	
Active	PK	Total
1	24	24
2	5	5
Total	29	29

Grade Reporting Special Education	Grade Level	
Active	PK	Total
1	7	7
2	2	2
Total	9	9

Attendance (Rcd Status 1,2,3)	Grade Level	
Active	PK	Total
1	24	24
2	5	5
Total	29	29

Attendance Special Ed	Grade Level	
Active	PK	Total
1	7	7
2	2	2
Total	9	9

Grade Reporting (Rcd Status 1,2,3)	Grade Level	
Active	PK	Total
1	39	39
2	9	9
Total	48	48

Attendance (Rcd Status 1,2,3)	Grade Level	
Active	PK	Total
1	39	39
2	9	9
Total	48	48

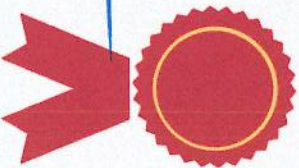
Employee of the Month

This certificate is proudly presented to

Terri Miller

In recognition of your outstanding contributions, hard work and dedication. Thank you for all you do.

Michael Waggoner
Michael Waggoner
Principal



Tim Little
Tim Little
Superintendent

Regular Meeting

Monday, April 28, 2025 6:30 PM

Baird ISD Library, 600 W 7th St, Baird, Texas 79504

Krystal Bounds: Present
Kenneth Brock: Present
Jody Gerngross: Absent
Lori Higgins: Present
Royce McAdams: Present
Michael Parker: Present
Carrie Smith: Absent

I. Call to Order

Discussion: The meeting was called to order by Kenneth Brock at 6:30pm.

II. Invocation

Discussion: The Invocation was given by Kenneth Brock.

III. Establish Quorum

Discussion: A quorum was established.

IV. Public Comment

Discussion: Public comment was made by Kimie Bartlow, Amenda Palacio and Jeanette Lopez.

V. Presentation by WRA Architects

Discussion: Presentation was made to the Board by WRA Architects.

VI. Reports

VI.A. Campus Reports

VI.A.1. Elementary

Discussion: Elementary reports were given by Michael Waggoner.

Speaker(s): Michael Waggoner, Principal

VI.A.2. High School

Discussion: High School reports were given by James Stevens.

Speaker(s): James Stevens, Principal

VI.A.3. Athletic Report

Discussion: Athletic reports were given by James Stevens.

VI.B. Superintendent Report

Speaker(s): Tim Little, Superintendent

VI.B.1. Financial Reports

Discussion: Tim Little gave the Financial reports.

VI.B.2. Investment Report

Discussion: Tim Little gave the Investment report.

VI.B.3. Enrollment Report

Discussion: Tim Little gave the Enrollment report. Currently we are at 334 as a District, 133 for HS and 201 for Elementary.

VI.B.4. Budget Report

Discussion: Tim Little gave the Budget report.

VI.B.5. Employee of the Month

Discussion: The Employee of the Month is Allison Taylor.

VII. Discussion or Action Items

VII.A. Discussion and possible action to approve minutes of prior meetings

Action(s):

Motion was made to approve the minutes of prior meetings. This motion, made by Michael Parker and seconded by Krystal Bounds, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Absent
Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea
Carrie Smith: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

VII.B. Discussion and possible action to approve contract with WRA Architects

Action(s):

Motion was made to approve contract with WRA Architects. This motion, made by Lori Higgins and seconded by Royce McAdams, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Absent
Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea
Carrie Smith: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

VII.C. Discussion and possible action to approve Instructional Materials Certification

Action(s):

Motion was made to approve the Instructional Materials Certification. This motion, made by Michael Parker and seconded by Krystal Bounds, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Absent
Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea

Carrie Smith: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

VII.D. Discussion and possible action to extend advertising contract with Lamar

Discussion: Lack of action to extend advertising contract with Lamar, no motion was made.

VII.E. Discussion and possible action to contract for promotional services

Action(s):

Motion was made to approve contract for promotional services. This motion, made by Michael Parker and seconded by Royce McAdams, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Absent
Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea
Carrie Smith: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

VII.F. Discussion and possible action to approve pad for band tower

Action(s):

Motion was made to approve pad for band tower. This motion, made by Royce McAdams and seconded by Lori Higgins, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Absent
Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea
Carrie Smith: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

VII.G. Discussion and possible action to repair roof on band hall

Action(s):

Motion was made to approve the repair on the roof of the band hall. This motion, made by Michael Parker and seconded by Kenneth Brock, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Absent
Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea

Carrie Smith: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

VII.H. Discussion and possible action to repair roof on maintenance building/records storage room

Action(s):

Motion was made to approve the repair for the roof on maintenance building/records storage room. This motion, made by Royce McAdams and seconded by Michael Parker, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Absent
Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea
Carrie Smith: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

VII.I. Discussion and possible action on repairing lighting at baseball and softball fields

Discussion: There was lack of action taken for the repairing the lighting at baseball and softball fields, no motion made.

VII.J. Discussion and possible action on approval to seek bids for vocational agriculture barn

Action(s):

Motion was made to approve to seek bids for vocational agriculture barn. This motion, made by Krystal Bounds and seconded by Michael Parker, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Absent
Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea
Carrie Smith: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

VII.K. Discussion and possible action to approve renewal of SFE food services management contract

Action(s):

Motion was made to approve the renewal of SFE food services management contract with SFE. This motion, made by Lori Higgins and seconded by Royce McAdams, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Absent

Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea
Carrie Smith: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

VII.L. Discussion and possible action to approve District Compensation Plan for 2025 - 2026.

Action(s):

Motion was made to move to closed session at 8:10pm. This motion, made by Krystal Bounds and seconded by Lori Higgins, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Absent
Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea
Carrie Smith: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

Motion was made to approve District Compensation Plan for 2025-2026 as recommended with the exception of removing the textbook coordinator stipend. This motion, made by Michael Parker and seconded by Krystal Bounds, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Absent
Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea
Carrie Smith: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

Discussion: This item was tabled to Closed session.

VII.M. Discussion and possible action on district depository contract.

Discussion: Lack of action for district depository contract, no motion made.

VII.N. Discussion and possible action on teacher/counselor contract recommendations for the 2025-2026 school year.

Action(s):

Motion was made to approve teacher/counselor contracts as recommended for the 2025-2026 school year. Dana Slaydon as a PK3 teacher at the Day Nursery of Abilene, Sherrie Beckwith as a 1st grade teacher, April Grider as the HS/JH Counselor with a 10 month contract and Reece Walker as Teacher/Coach with a Non Chapter 21 Employment Agreement. This motion, made by

Michael Parker and seconded by Lori Higgins,
Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Absent
Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea
Carrie Smith: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

VIII. **Adjourn**

Action(s):

Motion was made to adjourn at 8:43pm. This motion, made by Michael Parker and seconded by Lori Higgins, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Absent
Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea
Carrie Smith: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

Discussion: The board came out of closed session at 8:42pm.

Board Secretary

Special Meeting

Monday, May 5, 2025 6:30 PM

Baird ISD Library, 600 W 7th St, Baird, Texas 79504

Krystal Bounds: Present
Kenneth Brock: Present
Jody Gerngross: Present
Lori Higgins: Present
Royce McAdams: Present
Michael Parker: Present
Carrie Smith: Absent

I. Call to Order

Discussion: The meeting was called to order by Kenneth Brock at 6:28pm.

II. Invocation

Discussion: The invocation was given by Lori Higgins.

III. Establish Quorum

Discussion: A quorum was established.

IV. Executive Session

Action(s):

Motion was made to enter Executive session at 6:29 pm. This motion, made by Jody Gerngross and seconded by Krystal Bounds, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Yea
Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea
Carrie Smith: Absent

Voting Summary: Yea: 6, Nay: 0, Absent: 1

IV.A. Texas Government Code 551.074: Discussion of contract recommendations for professional staff

Discussion: Discussion was made of contract recommendations for professional staff.

IV.B. Texas government Code 551.071: Private consultation with the board's attorney on all subjects or matters authorized by law

Discussion: Discussion was made with private consultation of the board's attorney on all subjects or matters authorized by law. The board came out of closed session at 7:00 pm.

V. Action with respect to matters discussed during closed session to accept the Superintendent's recommendation to terminate contract of professional employee

Action(s):

Motion was made with respect to matters discussed during closed session to accept the Superintendent's recommendation to terminate contract of professional employee. This motion, made by Lori Higgins and seconded by Jody Gerngross, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Yea
Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea
Carrie Smith: Absent

Voting Summary: Yea: 6, Nay: 0, Absent: 1

VI. **Adjourn**

Action(s):

Motion was made to adjourn at 7:02 pm. This motion, made by Royce McAdams and seconded by Jody Gerngross, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Jody Gerngross: Yea
Lori Higgins: Yea
Royce McAdams: Yea
Michael Parker: Yea
Carrie Smith: Absent

Voting Summary: Yea: 6, Nay: 0, Absent: 1

Board Secretary

Baird ISD Compensation Plan

2025 - 2026

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Compensation Philosophy

Baird Independent School District is committed to maintaining a fair, competitive, and transparent compensation system that supports the recruitment, retention, and professional growth of all employees. Our compensation philosophy is guided by the following principles:

1. **Recognition of Service** – We value continued service to the district and support annual salary progression for all certified, non-administrative personnel.
2. **Performance-Based Incentives** – We encourage excellence and innovation by providing performance-based pay opportunities for non-administrative staff.
3. **Market Competitiveness** – We strive to offer compensation that is competitive with peer districts and labor market benchmarks, with a goal of exceeding those standards when fiscally feasible.
4. **Financial Stewardship** – Our pay system is designed to be sustainable, cost-effective, and aligned with the district’s overall financial health and priorities.
5. **Legal Compliance** – All compensation practices comply with applicable federal, state, and local laws, as well as policies adopted by the Baird ISD Board of Trustees.

As a participating district in the Texas Teacher Incentive Allotment (TIA), Baird ISD is committed to recognizing and rewarding highly effective educators. Through the TIA, we aim to:

- Attract and retain top teaching talent,
 - Provide increased compensation for teachers who achieve high levels of performance, particularly in high-need and rural campuses, and
 - Promote instructional excellence that leads to improved student outcomes.
- Our TIA implementation supports our broader goal of building a strong, equitable system that values and elevates teacher effectiveness.

Baird ISD ensures that classroom teachers, counselors, and registered nurses (RN) are compensated at or above the state minimum salary schedule based on years of experience. All salary schedules are reviewed and adopted annually by the Board of Trustees as part of the district’s approved compensation plan.

Teacher Salary Schedule

The teacher salary schedule applies to classroom teachers, full-time librarians, full-time counselors, and full-time registered nurses. The district salary schedule must be at or above the state minimum salary schedule for these positions. In no instance may a school district pay less than the state base salary listed for that individual's years of experience as determined by Section 153.1021 of the Texas Administrative Code, Commissioner's Rules on Creditable Years of Service.

Step Days	10 month 187	11 month 207	12 month 226	Daily Rate
0	\$40,638.00	\$44,984.00	\$49,113.00	\$217.32
1	\$41,038.00	\$45,427.00	\$49,597.00	\$219.45
2	\$41,438.00	\$45,870.00	\$50,080.00	\$221.59
3	\$41,838.00	\$46,313.00	\$50,564.00	\$223.73
4	\$42,238.00	\$46,755.00	\$51,047.00	\$225.87
5	\$42,648.00	\$47,209.00	\$51,543.00	\$228.06
6	\$43,648.00	\$48,316.00	\$52,751.00	\$233.41
7	\$44,898.00	\$49,700.00	\$54,262.00	\$240.10
8	\$46,148.00	\$51,084.00	\$55,772.00	\$246.78
9	\$47,648.00	\$52,744.00	\$57,585.00	\$254.80
10	\$49,158.00	\$54,416.00	\$59,410.00	\$262.88
11	\$50,158.00	\$55,522.00	\$60,619.00	\$268.22
12	\$51,408.00	\$56,906.00	\$62,129.00	\$274.91
13	\$52,408.00	\$58,013.00	\$63,338.00	\$280.26
14	\$53,408.00	\$59,120.00	\$64,547.00	\$285.60
15	\$54,408.00	\$60,227.00	\$65,755.00	\$290.95
16	\$55,158.00	\$61,057.00	\$66,662.00	\$294.96
17	\$55,908.00	\$61,887.00	\$67,568.00	\$298.97
18	\$56,908.00	\$62,994.00	\$68,777.00	\$304.32
19	\$57,658.00	\$63,825.00	\$69,683.00	\$308.33
20	\$58,408.00	\$64,655.00	\$70,589.00	\$312.34
21	\$59,158.00	\$65,485.00	\$71,496.00	\$316.35
22	\$59,658.00	\$66,039.00	\$72,100.00	\$319.03
23	\$60,158.00	\$66,592.00	\$72,704.00	\$321.70
24	\$60,658.00	\$67,145.00	\$73,309.00	\$324.37
25	\$61,158.00	\$67,699.00	\$73,913.00	\$327.05

Pay Plan for Paraprofessionals & Instructional Aides

Beginning this year, the pay plan for paraprofessionals and instructional aides no longer includes guaranteed annual step raises. At the time the compensation plan for 2024 -25 is adopted, the Board will have the opportunity to make across-the-board adjustments to all current employee salaries in each pay category. Individual pay reviews will also be conducted as part of each employee’s annual performance review.

Pay Grade	Job Title	Days		Minimum	Midpoint	Maximum
P1			Hourly	\$14.00	\$17.00	\$20.00
	Educational Aide I Paraprofessional	187 187	187 days	\$20,944.00	\$25,432.00	\$29,920.00
P2			Hourly	\$15.00	\$18.00	\$21.00
	Educational Aide II Educational Aide I - SPED Library Aide	187 187 187	187 days	\$22,440.00	\$26,928.00	\$31,416.00
P3			Hourly	\$15.50	\$18.75	\$22.00
	Educational Aide III Educational Aide II - SPED ISS Aide	187 187 187	187 days	\$23,188.00	\$28,050.00	\$32,912.00
P4			Hourly	\$16.00	\$19.50	\$23.00
	Educational Aide III - SPED	187	187 days	\$23,936.00	\$29,172.00	\$34,408.00

Pay Plan for Clerical Employees

Beginning this year, the pay plan for clerical employees no longer includes guaranteed annual step raises. After the plan is adopted, the Board will have the opportunity to make across-the-board adjustments to all current employee salaries in each pay category. Individual pay reviews will also be conducted as part of each employee’s annual performance review.

Current Pay Plan

Pay Grade	Job Title	Days		Minimum	Midpoint	Maximum
C1	Campus Secretary	206	Hourly	\$16.48	\$21.50	\$26.52
			187 days	\$24,268.86	\$31,973.26	\$39,677.66
			206 days	\$26,734.68	\$35,221.88	\$43,709.08
			226 days	\$29,330.28	\$38,641.48	\$47,952.68
C2	Accounting Clerk	226	Hourly	\$17.00	\$22.16	\$27.32
			187 days	\$25,424.52	\$33,144.33	\$40,864.14
			206 days	\$28,007.76	\$36,511.93	\$45,016.11
			226 days	\$30,726.96	\$40,056.78	\$49,386.60
C3	District Secretary	226	Hourly	\$17.51	\$22.82	\$28.14
			187 days	\$26,194.96	\$34,145.90	\$42,096.84
	PEIMS Coordinator	206	206 days	\$28,856.48	\$37,615.27	\$46,374.06
			226 days	\$31,658.08	\$41,267.24	\$50,876.40
C4	Business Manager	226	Hourly	\$22.66	\$29.10	\$35.54
			187 days	\$33,899.36	\$43,529.86	\$53,160.36
			206 days	\$37,343.68	\$47,952.68	\$58,561.68
			226 days	\$40,969.28	\$52,608.28	\$64,247.28

Pay Plan for Auxiliary Employees

Beginning this year, the pay plan for auxiliary employees no longer includes guaranteed annual step raises. After the plan is adopted, the Board will have the opportunity to make across-the-board adjustments to all current employee salaries in each pay category. Individual pay reviews will also be conducted as part of each employee’s annual performance review.

Pay Grade	Job Title	Duty Days		Minimum	Midpoint	Maximum
M1			Hourly	\$15.00	\$17.50	\$20.00
	Custodial	251	251 days	\$30,120.00	\$35,140.00	\$40,160.00
	Maintenance (unskilled)	251	251 days	\$30,120.00	\$35,140.00	\$40,160.00
M2			Hourly	\$18.00	\$21.50	\$25.00
	Maintenance (skilled)	251	251 days	\$36,144.00	\$43,172.00	\$50,200.00

Pay Plan for Administrative Professionals

Pay Grade	Job Title	Duty Days		Minimum	Midpoint	Maximum
A1			Daily	\$343.47	\$350.20	\$403.96
	High School Principal	226	206 days	\$70,755.53	\$72,141.20	\$83,216.71
			226 days	\$77,625.00	\$79,145.20	\$91,296.00
A2			Daily	\$323.99	\$343.69	\$375.85
	Elementary Principal	226	206 days	\$66,742.18	\$70,799.28	\$77,425.92
			226 days	\$73,222.00	\$77,673.00	\$84,943.00
A3			Daily	\$285.66	\$330.37	\$359.74
	Athletic Director	206	206 days	\$58,845.59	\$68,056.57	\$74,106.68
			226 days	\$64,558.75	\$74,664.00	\$81,301.50
A4			Daily	\$211.33	\$243.26	\$276.60
	Maintenance & Transportation Director	251	251 days	\$53,044.31	\$61,058.15	\$69,425.53
A5			Daily	\$268.42	\$309.73	\$342.12
	IT Coordinator	206	206 days	\$55,293.77	\$63,805.31	\$70,477.52
A6			Daily	\$268.42	\$309.73	\$342.12
	Curriculum Coordinator	206	206 days	\$73,748.00	\$81,461.00	\$89,173.00

Stipends and Extracurricular Duty Pay

Athletic Stipends

	#	Amount
Athletic Director	1	\$ 8,000.00
Baseball, Assistant	1	\$ 2,250.00
Baseball, Head	1	\$ 4,000.00
Baseball, Junior High	1	\$ 1,800.00
Basketball, Assistant	2	\$ 2,250.00
Basketball, Head	2	\$ 4,000.00
Basketball, Junior High	2	\$ 2,250.00
Coordinator, Boys	1	\$ 6,000.00
Coordinator, Girls	1	\$ 6,000.00
Cross Country, Head	2	\$ 1,850.00
Football, Assistant	3	\$ 2,250.00
Football, Head	1	\$ 6,000.00
Golf, Head	2	\$ 1,500.00
Softball, Assistant	1	\$ 2,250.00
Softball, Head	1	\$ 4,000.00
Tennis, Head	1	\$ 1,500.00
Track, Assistant	4	\$ 1,750.00
Track, Head	1	\$ 4,000.00
Track, Junior High	1	\$ 2,000.00

Academic Stipends

Description	Amount
Dyslexia Coordinator	\$ 2,000.00
ESL Certified Teacher	\$ 500.00
ESL Coordinator	\$ 1,000.00
High Need Teacher – CTE	\$ 3,000.00
High Need Teacher – Secondary Mathematics	\$ 3,000.00
High Need Teacher – Secondary Science	\$ 3,000.00
High Need Teacher - Spanish	\$ 1,500.00
High Need Teacher – Special Education	\$ 3,000.00
Master's Degree - Subject Area	\$ 1,500.00
Dual Credit Coordinator	\$ 1,000.00

Extra-Curricular Stipends

Description	Amount
Cheer Sponsor – HS	\$ 2,000.00
Cheer Sponsor - MS	\$ 2,000.00
Esports Sponsor	\$ 1,000.00
Student Council Sponsor	\$ 1,000.00
UIL Coordinator - Elementary	\$ 1,000.00
UIL Coordinator - HS	\$ 1,500.00
UIL Event Sponsor	\$ 250.00
UIL One Act Play Director	\$ 2,000.00
Yearbook Sponsor	\$ 1,500.00

Miscellaneous Stipends

Description	Amount
Band, Assistant	\$ 4,000.00
Band, Director	\$ 5,000.00
Counselor, Elementary	\$ 2,500.00
Counselor, HS	\$ 3,500.00
Dual Credit Coordinator	\$ 1,000.00
Librarian	\$ 3,000.00
Safety Coordinator	\$ 3,000.00

Substitute Pay

	No Degree	Degree	Certified	Long Term (No Degree)	Long Term (Degree)	Long Term (Certified)
Daily	\$90.00	\$100.00	\$105.00	\$100.00	\$110.00	\$110.00
Hourly	\$12.00	\$13.33	\$14.00	\$13.33	\$14.67	\$14.67

Incentives and Performance Pay

Teacher Incentive Allotment

Baird ISD was approved by TEA to receive funds through the Teacher Incentive Allotment (TIA). The amount of funds received is based upon the number of teachers designated as Master, Exemplary, or Recognized levels under the TIA designation system, which is based upon the academic growth of students taught by these teachers.

For the 2023 – 2024 school year, the allotment amounts are as follows. Note that the amounts are based on the campus where the teacher is assigned.

	Elementary	High School
● Master	\$26,005.00	\$23,643.00
● Exemplary	\$14,403.00	\$12,896.00
● Recognized	\$7,201.00	\$6,493.00

Funds allotted are paid to the district as part of the Foundation School Program (FSP).

Purpose of Program

The District utilizes the TIA allotment for the following purposes:

- Recognition, reward, and retention of highest quality teachers
- Retention bonuses for campus staff
- Signing bonuses to attract quality teachers

Distribution of Funds

Percentage of allotment going to designated teachers:	75%
Percentage of allotment going to the campus:	15%
Percentage of allotment going to district:	10%

The district is required to ensure that 90% of all funds received are distributed to classroom teachers and instructional aides that work directly with students.

Designated Teachers

Teachers who are designated under the TIA will receive 75% of the funds received by the district in the form of direct stipends. These stipends will be paid in two equal payments, subject to the following provisions.

1. After the TIA allotments are finalized by TEA in April, designated teachers will receive 50% of the funds associated with their designations in a single payment in May.
2. If the designated teacher (1) returns to Baird ISD for the following year or (2) retires from service, the teacher will receive the remaining funds in a single payment in August.

3. In the event that the teacher does not meet the qualifications listed as provision (2), the funds allocated to that teacher will be distributed as part of the campus allotment.
4. If a teacher leaves the district mid-contract, funds associated with that designation will be reassigned to the campus allotment.
 - a. The teacher may request that the Board of Trustees make a determination that the separation was for good cause.
 - b. If the Board makes a determination of good cause, the teacher will receive 50% of the allocated funds upon separation from the district and the remaining 50% will be reallocated to the campus allotment.

Campus Allotment

Certified classroom teachers and instructional aides that work directly with students will be eligible to receive funds from the TIA allotment under the campus allotment. The size of the campus allotment is determined by the number of teachers on the campus that are designated as **Master**, **Exemplary**, or **Recognized**. Fifteen percent (15%) of TIA funds that comprise the campus allotment are reserved to provide bonuses to non-designated staff on the campus. This number may be increased if a designated teacher leaves the district and funds associated with that teacher are reallocated to the campus on which that teacher was employed.

The campus allotment will be allocated to returning campus staff in the following manner:

1. The total campus allotment will be divided by the number of returning certified, non-designated teachers on the campus.
 - a. If the amount is less than \$1000, then each certified, non-designated teacher on the campus will receive a retention bonus in the calculated amount.
 - b. If the amount is greater than \$1000, then each certified, non-designated teacher on the campus will receive a retention bonus of \$1000.
 - c. Teachers who have responsibilities on more than one campus will have their bonus prorated based on the percentage of time assigned to each campus.
2. If funds remain available, the remaining campus allotment will be divided by the number of returning instructional aides on the campus. Only aides that work directly with students are eligible. Uncertified teachers will be considered instructional aides for the purposes of this stipend.
 - a. If the amount is less than \$500, then each eligible aide on the campus will receive a retention bonus in the calculated amount.

- b. If the amount is greater than \$500, then each eligible aide on the campus will receive a retention bonus of \$500.
 - c. Eligible aides who have responsibilities on more than one campus will have their bonus prorated based on the percentage of time assigned to each campus.
3. If any funds remain available, the funds will be used for signing bonuses at the discretion of the campus principal.

Payment Schedule

Designated teachers will receive 50% of allocated funds as a single stipend in May and 50% of the allocated funds in August, subject to the provisions listed under “Designated Teachers” above.

Eligible staff who receive payments under the campus allotment will receive a single stipend in August.

District Allotment

The district will utilize funds reserved at the district level to partially fund an instructional technologist position that will be used to assist in data collection activities related to our TIA plan. Funds may also be allocated to provide staff development opportunities to teachers who demonstrate instructional deficiencies and to purchase instructional and testing materials to support the District TIA effort.

Supplemental Pay

Hourly Employees

For non-exempt employees, summer school and supplemental pay rates will be the same as the employee's normal hourly pay rate. Overtime rates will be used when applicable.

Salaried Employees

Summer School Pay

Summer school pay will be based on an hourly rate determined by dividing the employee's contracted daily rate by 8.

Additional Day School Year (ADSY) Pay

For any ADSY days (elementary only), teachers will receive their full daily rate for providing 4 hours of instruction, or one-half their daily rate for providing 2 hours of instruction.

Supplemental Pay

Supplemental pay will be paid for non-contractual duties for which a stipend is not paid. All supplemental pay must be authorized by a principal or director and approved by the superintendent. Supplemental pay will be at a rate of \$25 per hour.

Extra Days

Certain extra-curricular related positions (e.g., coaches working in the summer conditioning program) that require additional, non-contract days during the summer will be paid at the employee's daily rate, which is calculated by dividing the employee's annual salary by 187. Employees who have 11- or 12-month contracts are not eligible for extra days.

Employee Leave

State Leave

All employees shall earn five (5) paid state leave days per school year. This leave shall accumulate without limit.

Local Leave

All employees shall earn five (5) paid local leave days per school year in accordance with administrative regulations.

Local leave shall accumulate to a maximum of 20 leave days. All employees may request reimbursement of unused local leave, up to 5 days per year. Unused local leave shall be reimbursed at the rate of 50% of the employee's calculated daily rate. Retiring employees will be reimbursed for all unused local leave days.

Vacation

Earning Vacation Days

Non-exempt, 12-month employees shall earn 5 vacation days per year. Employees who have been with the district a minimum of two (2) years shall earn one (1) additional vacation day per year for each year of service, up to a maximum of 10 total vacation days.

Exempt, 12-month employees with 251-day contracts shall earn 10 vacation days per year.

Exempt, 12-month employees with 226-day contracts shall earn 5 vacation days per year.

Accumulation of Vacation Days

Unused vacation days may be rolled over to the following school year. Vacation days may accumulate to a maximum of 20 days.

Reimbursement of Vacation Days

Eligible employees may request reimbursement of unused vacation days. Unused vacation days shall be reimbursed at the rate of 50% of the employee's calculated daily rate.

Vacation days that are not used, reimbursed, or rolled into the next year shall be forfeited and no longer available to the employee.



Salary Report of: Other School Benchmark Jobs

Baird ISD

Position	Number of Districts	Median Staff Count	Median Duty Days	Pay Ranges		Incumbent Actual/Average Pay		
				Median Minimum	Median Maximum	25th Percentile	Median/50th Percentile	75th Percentile
Director of Curriculum/Instruction	23	1	212	\$65,203.00	\$84,635.00	\$73,255.00	\$77,260.00	\$90,468.00

Data Selection Criteria

Enrollment: 0 to 500

ESC Region: All

Effective School Year: 2024-25

Specific Organization Names Selected? No

Organization	ESC	Enrollment
Amherst ISD	17	120
Charlotte ISD	20	433
Chillicothe ISD	09	186
Chireno ISD	07	370
Clarksville ISD	08	491
Detroit ISD	08	494
Fruitvale ISD	07	389
Karnack ISD	07	117
Klondike ISD	17	258



Salary Report of: Other School Benchmark Jobs

Baird ISD

Organization	ESC	Enrollment
La Villa ISD	01	485
Lometa ISD	12	314
Martinsville ISD	07	324
Maud ISD	08	451
McDade ISD	13	379
Meridian ISD	12	389
Murchison ISD	07	166
North Zulch ISD	06	328
Pettus ISD	02	380
Rankin ISD	18	302
Sabinal ISD	20	454
Sulphur Bluff ISD	08	216
Webb CISD	01	245
Wellman-Union CISD	17	250



Salary Report of: Other School Benchmark Jobs

Baird ISD

Director of Curriculum/Instruction

Summary

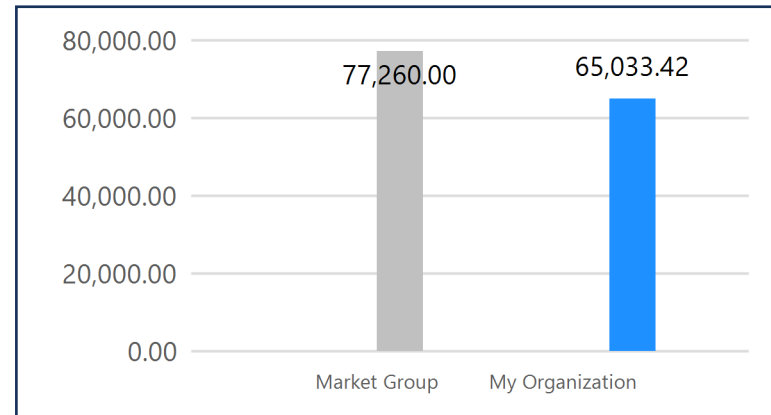
	Number of Districts	ESC	Enroll	Median Staff Count	Median Duty Days	Pay Ranges		Average Incumbent Pay		
						Median Minimum	Median Maximum	25th Percentile	Median/50th Percentile	75th Percentile
My Organization		14	323	1	206	\$55,293.77	\$70,477.52		\$65,033.42	
Market Group	23		328	1	212	\$65,203.00	\$84,635.00	\$73,255.00	\$77,260.00	\$90,468.00
Comparison to Market (%)						84.8%	83.3%		84.2%	
Dollar Difference (\$)						(\$9,909.23)	(\$14,157.48)		(\$12,226.58)	

Data Selection Criteria

Enrollment: 0 to 500

ESC Region: All

Effective School Year: 2024-25



Director of Curriculum/Instruction

Organization	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay
Amherst ISD	17	120	1	226	40.00			\$98,842.00



Salary Report of: Other School Benchmark Jobs

Baird ISD

Director of Curriculum/Instruction

Organization	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay
Charlotte ISD	20	433	1	212				\$75,000.00
Chillicothe ISD	09	186	1	226	40.00			\$75,137.00
Chireno ISD	07	370	1	197	40.00			\$77,260.00
Clarksville ISD	08	491	1	201	40.00			\$70,500.00
Detroit ISD	08	494	1	200				\$76,735.00
Fruitvale ISD	07	389	1	223				\$91,559.79
Karnack ISD	07	117	1	207	37.50	\$67,000.00	\$77,000.00	\$71,510.00
Klondike ISD	17	258	1	180				\$68,101.00
La Villa ISD	01	485	1	226	40.00	\$88,255.00	\$119,403.00	\$103,830.00
Lometa ISD	12	314	1	209	33.00			\$100,000.00
Martinsville ISD	07	324	1	226	40.00			\$77,000.00
Maud ISD	08	451	1	226	40.00	\$50,420.00	\$80,502.00	\$80,502.00
McDade ISD	13	379	1	220	40.00			\$76,020.00
Meridian ISD	12	389	1	202	40.00	\$51,000.00	\$69,740.00	\$69,740.00
Murchison ISD	07	166	1	205				\$70,000.00
North Zulch ISD	06	328	1	216	40.00			\$90,000.00
Pettus ISD	02	380	1	226	40.00	\$78,537.00	\$92,296.00	\$85,936.00
Rankin ISD	18	302	1	207	40.00	\$63,406.00	\$88,768.00	\$82,681.00
Sabinal ISD	20	454	1	226	40.00			\$95,137.00
Sulphur Bluff ISD	08	216	1	197				\$64,000.00



Salary Report of: Other School Benchmark Jobs

Baird ISD

Director of Curriculum/Instruction

Organization	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay
Webb CISD	01	245	1	226				\$79,000.00
Wellman-Union CISD	17	250	1	206				\$90,936.00

Baird High School Instructional Calendar

2025 - 2026 Academic Year

July						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30				14	15	

March						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
					16	17

August						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31				13	18	

December						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
				14	15	

April						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
					20	21

September						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
					20	21

January						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
				18	19	

May						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31					13	14

October						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
					22	22

February						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
				19	20	

June						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Legend

- Instructional Days
- Holidays
- Professional Development Days
- Teacher Work Days
- Compensatory Days
- Bad Weather Days
- Early Release 12:30pm
- 1st Day of School
- UIL Day- No Students
- Homecoming Early Release at 12:30pm
- End of the 6 weeks

- Holidays**
- 09/01/25 Labor Day
 - 11/24/25 - 11/28/25 Thanksgiving Break
 - 12/22/25 - 01/02/26 Christmas Break
 - 01/19/26 MLK Day
 - 02/16/26 Washington's Birthday
 - 03/09/20 - 03/13/26 Spring Break
 - 04/03/26 Good Friday
 - 05/25/26 Memorial Day
- 6 Weeks info**
- 08/11/25 - 09/19/25 1st Six Weeks 27 Days
 - 09/22/25 - 10/31/25 2nd Six Weeks 28 Days
 - 11/03/25 - 12/19/25 3rd Six Weeks 28 Days
 - 01/06/26 - 02/13/26 4th Six Weeks 28 Days
 - 02/17/26 - 04/03/26 5th Six Weeks 27 Days
 - 04/07/26 - 05/22/26 6th Six Weeks 31 Days
- Total Days 169

Half Days	2	Minutes	
Full Days	3	270	810 540
	166	465	77190
		Scheduled	78000 78195
		Required	75600
		Extra min	2400
		Extra Days	5.161290323

Start time: 8:00 AM Teachers Arrive: 7:30 AM
 End time: 3:45 PM Teachers Leave: 4:00 PM
 465 Minutes

Student Days	169	First Semester days	83
Staff Days	182	Second Semester Days	86

Track:

01

Retrieve

Print

Instructional Program Type: 01 Standard Program - 75600 Operational Minut




Daily Minutes:

465

Shortened Daily Minutes:

270

August 2025							September 2025							October 2025							November 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
					1	2	1	2	3	4	5	6			1	2	3	4							1		
3	4	5	6	7	8	9	7	8	9	10	11	12	13	5	6	7	8	9	10	11	2	3	4	5	6	7	8
10	11	12	13	14	15	16	14	15	16	17	18	19	20	12	13	14	15	16	17	18	9	10	11	12	13	14	15
17	18	19	20	21	22	23	21	22	23	24	25	26	27	19	20	21	22	23	24	25	16	17	18	19	20	21	22
24	25	26	27	28	29	30	28	29	30	26	27	28	29	30	31	23	24	25	26	27	28	29	30				
December 2025							January 2026							February 2026							March 2026						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6					1	2	3	1	2	3	4	5	6	7	1	2	3	4	5	6	7
7	8	9	10	11	12	13	4	5	6	7	8	9	10	8	9	10	11	12	13	14	8	9	10	11	12	13	14
14	15	16	17	18	19	20	11	12	13	14	15	16	17	15	16	17	18	19	20	21	15	16	17	18	19	20	21
21	22	23	24	25	26	27	18	19	20	21	22	23	24	22	23	24	25	26	27	28	22	23	24	25	26	27	28
28	29	30	31	25	26	27	28	29	30	31	29	30	31	29	30	31											
April 2026							May 2026							June 2026							July 2026						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4						1	2		1	2	3	4	5	6				1	2	3	4
5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13	5	6	7	8	9	10	11
12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	15	16	17	18	19	20	12	13	14	15	16	17	18
19	20	21	22	23	24	25	17	18	19	20	21	22	23	21	22	23	24	25	26	27	19	20	21	22	23	24	25
26	27	28	29	30	24	25	26	27	28	29	30	28	29	30	26	27	28	29	30	31							
							31																				

Legend	Day Type Selection
	Begin School
	Membership
	Begin Cycle
	Holiday
	Weekend
	End of School
	Inservice
	Adjust Minutes
	Make-up Day
	Weather Day
	Waiver

Rptng Period	Mem Days	Shrtnd Mem Waiver Days	Non Mem Waiver Days	Daily Mins (DM)	Waiver Mins (WM)
Cycle 1	27	0	0	12,555	0
Cycle 2	28	0	0	12,825	0
Cycle 3	28	0	0	13,020	0
Cycle 4	28	0	0	13,020	0
Cycle 5	27	0	0	12,555	0
Cycle 6	31	0	0	14,220	0
Total:	169	0	0	78,195	0

Yearly Total Mins(DM+WM): 51 78,195

Warning! Yearly Total Mins (DM+WM) must meet TEA guideline about minutes of operation.

Cnty-Dist: 030-903

BAIRD ISD

Campus: 001

BAIRD HIGH

Track: 01

School Year 2026

SECONDARY

Instructional Program Type: 01 Standard Program - 75600
Operational Minutes (Includes Full-time virtual campus with its own CDCN) (Does not include Pre-Kindergarten Programs/Grades)

First Day of School : 08/13/2025		Daily Minutes: 465				
Last Day of School : 05/21/2026		Shortened Daily Minutes: 270				
Rptng Period	Begin Date	Mem Days	Shrtnd Mem Waiver Day	Non Mem Waiver Day	Daily Min (DM)	Waiver Min (WM)
1	08/13/2025	27	0	0	12,555	0
2	09/23/2025	28	0	0	12,825	0
3	11/04/2025	28	0	0	13,020	0
4	01/06/2026	28	0	0	13,020	0
5	02/17/2026	27	0	0	12,555	0
6	04/07/2026	31	0	0	14,220	0
Total:		169	0	0	78,195	0

- B** Begin School Membership
- C** Begin Cycle
- H** Holiday
- W** Weekend
- E** End Of School
- I** In Service
- F** Weather
- M** Make-up
- A** Adjust Minutes
- V** Waiver

Yearly Total Minutes(DM+WM) : 78,195

Warning! Yearly Total Mins (DM+WM) must meet TEA guideline about minutes of operation.

Sun	Mon	Tues	Wed	Thur	Fri	Sat
					01	02
03	04 ^I	05 ^I	06 ^I	07 ^I	08 ^I	09
10	11 ^I	12 ^I	13 ^B	14	15	16 ^W
17 ^W	18	19	20	21	22	23 ^W
24 ^W	25	26	27	28	29	30 ^W
31 ^W						

Sun	Mon	Tues	Wed	Thur	Fri	Sat
	01 ^H	02	03	04	05	06 ^W
07 ^W	08	09	10	11	12	13 ^W
14 ^W	15	16	17	18	19	20 ^W
21 ^W	22 ^I	23 ^C	24	25	26	27 ^W
28 ^W	29	30				

Sun	Mon	Tues	Wed	Thur	Fri	Sat
			01	02	03	04 ^W
05 ^W	06	07	08	09	10	11 ^W
12 ^W	13 ^H	14	15	16	17 ^A	18 ^W
19 ^W	20	21	22	23	24	25 ^W
26 ^W	27	28	29	30	31	

Sun	Mon	Tues	Wed	Thur	Fri	Sat
						01 ^W
02 ^W	03 ^I	04 ^C	05	06	07	08 ^W
09 ^W	10	11	12	13	14	15 ^W
16 ^W	17	18	19	20	21	22 ^W
23 ^W	24 ^H	25 ^H	26 ^H	27 ^H	28 ^H	29 ^W
30 ^W						

Sun	Mon	Tues	Wed	Thur	Fri	Sat
	01	02	03	04	05	06 ^W
07 ^W	08	09	10 ^H	11	12	13 ^W
14 ^W	15	16	17	18	19	20 ^W
21 ^W	22 ^H	23 ^H	24 ^H	25 ^H	26 ^H	27 ^W
28 ^W	29 ^H	30 ^H	31 ^H			

Sun	Mon	Tues	Wed	Thur	Fri	Sat
				01 ^H	02 ^H	03 ^W
04 ^W	05 ^I	06 ^C	07	08	09	10 ^W
11 ^W	12	13	14	15	16	17 ^W
18 ^W	19 ^H	20	21	22	23	24 ^W
25 ^W	26	27	28	29	30	31 ^W

Sun	Mon	Tues	Wed	Thur	Fri	Sat
01 ^W	02	03	04	05	06	07 ^W
08 ^W	09	10	11	12	13	14 ^W
15 ^W	16 ^I	17 ^C	18	19	20	21 ^W
22 ^W	23	24	25	26	27	28 ^W

Sun	Mon	Tues	Wed	Thur	Fri	Sat
01 ^W	02	03	04	05	06	07 ^W
08 ^W	09 ^H	10 ^H	11 ^H	12 ^H	13 ^H	14 ^W
15 ^W	16	17	18	19	20	21 ^W
22 ^W	23	24	25	26 ^H	27	28 ^W
29 ^W	30	31				

Sun	Mon	Tues	Wed	Thur	Fri	Sat
			01	02	03 ^H	04 ^W
05 ^W	06 ^I	07 ^C	08	09	10	11 ^W
12 ^W	13	14	15	16	17	18 ^W
19 ^W	20	21	22	23	24	25 ^W
26 ^W	27	28	29	30		

Sun	Mon	Tues	Wed	Thur	Fri	Sat
					01	02 ^W
03 ^W	04	05	06	07	08 ^H	09 ^W
10 ^W	11	12	13	14	15 ^H	16 ^W
17 ^W	18	19	20	21 ^{EA}	22 ^I	23
24	25 ^H	26	27	28	29	30
31						

Sun	Mon	Tues	Wed	Thur	Fri	Sat
	01	02	03	04	05	06
07	08	09	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Sun	Mon	Tues	Wed	Thur	Fri	Sat
			01	02	03	04
05	06	07	08	09	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Cnty-Dist: 030-903

BAIRD ISD

Campus: 001

BAIRD HIGH

Track: 01

School Year 2026

SECONDARY

First Day of School :	08/13/2025
Last Day of School :	05/21/2026
Daily Minutes:	465
Shortened Daily Minutes:	270

Rptng Perio	Begin Date	Mem Days	Shrtnd Mem Waiver Day	Non Mem Waiver Day	Daily Min (DM)	Waiver Min (WM)
1	08/13/2025	27	0	0	12,555	0
2	09/23/2025	28	0	0	12,825	0
3	11/04/2025	28	0	0	13,020	0
4	01/06/2026	28	0	0	13,020	0
5	02/17/2026	27	0	0	12,555	0
6	04/07/2026	31	0	0	14,220	0
Total:		169	0	0	78,195	0

Yearly Total Minutes(DM+WM) : 78,195

Warning! Yearly Total Mins (DM+WM) must meet TEA guideline about minutes of operation.

Events & Minutes Details

Adjust Minutes

Date	Mins	Date	Mins	Date	Mins	Date	Mins	Date	Mins	Date	Mins
10/17/2025	270	05/21/2026	270								

Make-up Day

Date	Daily Mins

Weather Day

Date	Daily Mins

Holidays

09/01/2025	10/13/2025	11/24/2025	11/25/2025	11/26/2025	11/27/2025	11/28/2025	12/10/2025
12/22/2025	12/23/2025	12/24/2025	12/25/2025	12/26/2025	12/29/2025	12/30/2025	12/31/2025
01/01/2026	01/02/2026	01/19/2026	03/09/2026	03/10/2026	03/11/2026	03/12/2026	03/13/2026
03/26/2026	04/03/2026	05/08/2026	05/15/2026	05/25/2026			

Inservice Days

08/04/2025	08/05/2025	08/06/2025	08/07/2025	08/08/2025	08/11/2025	08/12/2025	09/22/2025
11/03/2025	01/05/2026	02/16/2026	04/06/2026	05/22/2026			

Calendar Minutes Verification List

		Adjust Minutes	Make-up Day	Weather Day	Waiver Day		
Rptng Period	Day No	Date	Day Type	Daily Mins (DM)	Waiver Mins (WM)	Waiver Events	Sch Day Event
1	1	08/13/2025	Membership Day	465	0		
	2	08/14/2025	Membership Day	465	0		
	3	08/15/2025	Membership Day	465	0		
	4	08/18/2025	Membership Day	465	0		
	5	08/19/2025	Membership Day	465	0		
	6	08/20/2025	Membership Day	465	0		
	7	08/21/2025	Membership Day	465	0		
	8	08/22/2025	Membership Day	465	0		
	9	08/25/2025	Membership Day	465	0		
	10	08/26/2025	Membership Day	465	0		
	11	08/27/2025	Membership Day	465	0		
	12	08/28/2025	Membership Day	465	0		
	13	08/29/2025	Membership Day	465	0		
	14	09/02/2025	Membership Day	465	0		
	15	09/03/2025	Membership Day	465	0		
	16	09/04/2025	Membership Day	465	0		
	17	09/05/2025	Membership Day	465	0		
	18	09/08/2025	Membership Day	465	0		
	19	09/09/2025	Membership Day	465	0		
	20	09/10/2025	Membership Day	465	0		
	21	09/11/2025	Membership Day	465	0		
	22	09/12/2025	Membership Day	465	0		
	23	09/15/2025	Membership Day	465	0		
	24	09/16/2025	Membership Day	465	0		
	25	09/17/2025	Membership Day	465	0		
	26	09/18/2025	Membership Day	465	0		
	27	09/19/2025	Membership Day	465	0		
				12,555	0		

Calendar Minutes Verification List

		Adjust Minutes	Make-up Day	Weather Day	Waiver Day		
Rptng Period	Day No	Date	Day Type	Daily Mins (DM)	Waiver Mins (WM)	Waiver Events	Sch Day Event
2	1	09/23/2025	Membership Day	465	0		
	2	09/24/2025	Membership Day	465	0		
	3	09/25/2025	Membership Day	465	0		
	4	09/26/2025	Membership Day	465	0		
	5	09/29/2025	Membership Day	465	0		
	6	09/30/2025	Membership Day	465	0		
	7	10/01/2025	Membership Day	465	0		
	8	10/02/2025	Membership Day	465	0		
	9	10/03/2025	Membership Day	465	0		
	10	10/06/2025	Membership Day	465	0		
	11	10/07/2025	Membership Day	465	0		
	12	10/08/2025	Membership Day	465	0		
	13	10/09/2025	Membership Day	465	0		
	14	10/10/2025	Membership Day	465	0		
	15	10/14/2025	Membership Day	465	0		
	16	10/15/2025	Membership Day	465	0		
	17	10/16/2025	Membership Day	465	0		
	18	10/17/2025	Adjust Minutes	270	0		
	19	10/20/2025	Membership Day	465	0		
	20	10/21/2025	Membership Day	465	0		
	21	10/22/2025	Membership Day	465	0		
	22	10/23/2025	Membership Day	465	0		
	23	10/24/2025	Membership Day	465	0		
	24	10/27/2025	Membership Day	465	0		
	25	10/28/2025	Membership Day	465	0		
	26	10/29/2025	Membership Day	465	0		
	27	10/30/2025	Membership Day	465	0		
	28	10/31/2025	Membership Day	465	0		
				12,825	0		

Calendar Minutes Verification List

		Adjust Minutes	Make-up Day	Weather Day	Waiver Day		
Rptng Period	Day No	Date	Day Type	Daily Mins (DM)	Waiver Mins (WM)	Waiver Events	Sch Day Event
3	1	11/04/2025	Membership Day	465	0		
	2	11/05/2025	Membership Day	465	0		
	3	11/06/2025	Membership Day	465	0		
	4	11/07/2025	Membership Day	465	0		
	5	11/10/2025	Membership Day	465	0		
	6	11/11/2025	Membership Day	465	0		
	7	11/12/2025	Membership Day	465	0		
	8	11/13/2025	Membership Day	465	0		
	9	11/14/2025	Membership Day	465	0		
	10	11/17/2025	Membership Day	465	0		
	11	11/18/2025	Membership Day	465	0		
	12	11/19/2025	Membership Day	465	0		
	13	11/20/2025	Membership Day	465	0		
	14	11/21/2025	Membership Day	465	0		
	15	12/01/2025	Membership Day	465	0		
	16	12/02/2025	Membership Day	465	0		
	17	12/03/2025	Membership Day	465	0		
	18	12/04/2025	Membership Day	465	0		
	19	12/05/2025	Membership Day	465	0		
	20	12/08/2025	Membership Day	465	0		
	21	12/09/2025	Membership Day	465	0		
	22	12/11/2025	Membership Day	465	0		
	23	12/12/2025	Membership Day	465	0		
	24	12/15/2025	Membership Day	465	0		
	25	12/16/2025	Membership Day	465	0		
	26	12/17/2025	Membership Day	465	0		
	27	12/18/2025	Membership Day	465	0		
	28	12/19/2025	Membership Day	465	0		
				13,020	0		

Calendar Minutes Verification List

Adjust Minutes
Make-up Day
Weather Day
Waiver Day

Rptng Period	Day No	Date	Day Type	Daily Mins (DM)	Waiver Mins (WM)	Waiver Events	Sch Day Event
4	1	01/06/2026	Membership Day	465	0		
	2	01/07/2026	Membership Day	465	0		
	3	01/08/2026	Membership Day	465	0		
	4	01/09/2026	Membership Day	465	0		
	5	01/12/2026	Membership Day	465	0		
	6	01/13/2026	Membership Day	465	0		
	7	01/14/2026	Membership Day	465	0		
	8	01/15/2026	Membership Day	465	0		
	9	01/16/2026	Membership Day	465	0		
	10	01/20/2026	Membership Day	465	0		
	11	01/21/2026	Membership Day	465	0		
	12	01/22/2026	Membership Day	465	0		
	13	01/23/2026	Membership Day	465	0		
	14	01/26/2026	Membership Day	465	0		
	15	01/27/2026	Membership Day	465	0		
	16	01/28/2026	Membership Day	465	0		
	17	01/29/2026	Membership Day	465	0		
	18	01/30/2026	Membership Day	465	0		
	19	02/02/2026	Membership Day	465	0		
	20	02/03/2026	Membership Day	465	0		
	21	02/04/2026	Membership Day	465	0		
	22	02/05/2026	Membership Day	465	0		
	23	02/06/2026	Membership Day	465	0		
	24	02/09/2026	Membership Day	465	0		
	25	02/10/2026	Membership Day	465	0		
	26	02/11/2026	Membership Day	465	0		
	27	02/12/2026	Membership Day	465	0		
	28	02/13/2026	Membership Day	465	0		
				13,020	0		

Calendar Minutes Verification List

Adjust Minutes Make-up Day Weather Day Waiver Day

Rptng Period	Day No	Date	Day Type	Daily Mins (DM)	Waiver Mins (WM)	Waiver Events	Sch Day Event
5	1	02/17/2026	Membership Day	465	0		
	2	02/18/2026	Membership Day	465	0		
	3	02/19/2026	Membership Day	465	0		
	4	02/20/2026	Membership Day	465	0		
	5	02/23/2026	Membership Day	465	0		
	6	02/24/2026	Membership Day	465	0		
	7	02/25/2026	Membership Day	465	0		
	8	02/26/2026	Membership Day	465	0		
	9	02/27/2026	Membership Day	465	0		
	10	03/02/2026	Membership Day	465	0		
	11	03/03/2026	Membership Day	465	0		
	12	03/04/2026	Membership Day	465	0		
	13	03/05/2026	Membership Day	465	0		
	14	03/06/2026	Membership Day	465	0		
	15	03/16/2026	Membership Day	465	0		
	16	03/17/2026	Membership Day	465	0		
	17	03/18/2026	Membership Day	465	0		
	18	03/19/2026	Membership Day	465	0		
	19	03/20/2026	Membership Day	465	0		
	20	03/23/2026	Membership Day	465	0		
	21	03/24/2026	Membership Day	465	0		
	22	03/25/2026	Membership Day	465	0		
	23	03/27/2026	Membership Day	465	0		
	24	03/30/2026	Membership Day	465	0		
	25	03/31/2026	Membership Day	465	0		
	26	04/01/2026	Membership Day	465	0		
	27	04/02/2026	Membership Day	465	0		
				12,555	0		

Cnty-Dist: 030-903

BAIRD ISD

Campus: 001

BAIRD HIGH

Track: 01

School Year 2026

SECONDARY

Calendar Minutes Verification List

Adjust Minutes Make-up Day Weather Day Waiver Day

Rptng Period	Day No	Date	Day Type	Daily Mins (DM)	Waiver Mins (WM)	Waiver Events	Sch Day Event
6	1	04/07/2026	Membership Day	465	0		
	2	04/08/2026	Membership Day	465	0		
	3	04/09/2026	Membership Day	465	0		
	4	04/10/2026	Membership Day	465	0		
	5	04/13/2026	Membership Day	465	0		
	6	04/14/2026	Membership Day	465	0		
	7	04/15/2026	Membership Day	465	0		
	8	04/16/2026	Membership Day	465	0		
	9	04/17/2026	Membership Day	465	0		
	10	04/20/2026	Membership Day	465	0		
	11	04/21/2026	Membership Day	465	0		
	12	04/22/2026	Membership Day	465	0		
	13	04/23/2026	Membership Day	465	0		
	14	04/24/2026	Membership Day	465	0		
	15	04/27/2026	Membership Day	465	0		
	16	04/28/2026	Membership Day	465	0		
	17	04/29/2026	Membership Day	465	0		
	18	04/30/2026	Membership Day	465	0		
	19	05/01/2026	Membership Day	465	0		
	20	05/04/2026	Membership Day	465	0		
	21	05/05/2026	Membership Day	465	0		
	22	05/06/2026	Membership Day	465	0		
	23	05/07/2026	Membership Day	465	0		
	24	05/11/2026	Membership Day	465	0		
	25	05/12/2026	Membership Day	465	0		
	26	05/13/2026	Membership Day	465	0		
	27	05/14/2026	Membership Day	465	0		
	28	05/18/2026	Membership Day	465	0		
	29	05/19/2026	Membership Day	465	0		
	30	05/20/2026	Membership Day	465	0		
	31	05/21/2026	Adjust Minutes	270	0		
				14,220	0		
Total for this Campus and Track :				78,195	0	DM+WM : 78,195	

Baird ISD Instructional Calendar

2025 - 2026 Academic Year - 175 Day Calendar Summer School Extended Year

July						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

March						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

December						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

September						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

January						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

May						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

October						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

June						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Category	Days	Contract Days
Instructional Days	172	184
Early Release	3	
Holidays	26	
Professional Development Days	6	
Compensatory Days	2	
Bad Weather Days	2	
District UIL Day	1	
Total	175	

08/11/25	- 09/19/25	1st Six Weeks	27	Days
09/22/25	- 10/31/25	2nd Six Weeks	29	Days
11/03/25	- 12/19/25	3rd Six Weeks	29	Days
01/05/26	- 02/13/26	4th Six Weeks	29	Days
02/16/26	- 04/02/26	5th Six Weeks	29	Days
4/6/2026	- 05/21/26	6th Six Weeks	32	Days
		Total	175	

- 08/11/25 First Day of School
- 09/01/25 Labor Day
- 10/13/25 Columbus Day
- 10/17/25 Early Release/Homecoming
- 11/11/25 Veteran's Day
- 11/24/25 - 11/28/25 Thanksgiving
- 12/19/25 Early Release/Christmas Break
- 12/22/25 - 01/02/26 Christmas/New Year's Break
- 01/19/26 Martin Luther King Day
- 03/09/26 - 03/13/26 Spring Break
- 04/03/26 Good Friday
- 05/21/26 Early Release/Last Day

Extended School Year 16
Mandatory for students not on

Grade Level Reading - KG-5th

7:40 - 3:05
445 / 290

Save

Student Information

School Year: 2024-2025

Camp

Track: 01

Retrieve

Print

Instructional Program Type: 01 Standard Program - 75600 Operational Minut

Daily Minutes: 445

Shortened Daily Minutes: 290

August 2025							September 2025							October 2025							November 2025							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
					1	2	1	2	3	4	5	6			1	2	3	4							1			
3	4	5	6	7	8	9	7	8	9	10	11	12	13	5	6	7	8	9	10	11	2	3	4	5	6	7	8	
10	11	12	13	14	15	16	14	15	16	17	18	19	20	12	13	14	15	16	17	18	9	10	11	12	13	14	15	
17	18	19	20	21	22	23	21	22	23	24	25	26	27	19	20	21	22	23	24	25	16	17	18	19	20	21	22	
24	25	26	27	28	29	30	28	29	30	26	27	28	29	30	31	23	24	25	26	27	28	29	30					
31																												
December 2025							January 2026							February 2026							March 2026							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
	1	2	3	4	5	6					1	2	3	1	2	3	4	5	6	7	1	2	3	4	5	6	7	
7	8	9	10	11	12	13	4	5	6	7	8	9	10	8	9	10	11	12	13	14	8	9	10	11	12	13	14	
14	15	16	17	18	19	20	11	12	13	14	15	16	17	15	16	17	18	19	20	21	15	16	17	18	19	20	21	
21	22	23	24	25	26	27	18	19	20	21	22	23	24	22	23	24	25	26	27	28	22	23	24	25	26	27	28	
28	29	30	31	25	26	27	28	29	30	31	29	30	31	29	30	31												
April 2026							May 2026							June 2026							July 2026							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
			1	2	3	4						1	2		1	2	3	4	5	6					1	2	3	4
5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13	5	6	7	8	9	10	11	
12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	15	16	17	18	19	20	12	13	14	15	16	17	18	
19	20	21	22	23	24	25	17	18	19	20	21	22	23	21	22	23	24	25	26	27	19	20	21	22	23	24	25	
26	27	28	29	30	24	25	26	27	28	29	30	28	29	30	26	27	28	29	30	31								
							31																					

Legend	Day Type Selection
	Begin School
	Membership
	Begin Cycle
	Holiday
	Weekend
	End of School
	Inservice
	Adjust Minutes
	Make-up Day
	Weather Day
	Waiver

Rptng Period	Mem Days	Shrtd Mem Waiver Days	Non Mem Waiver Days	Daily Mins (DM)	Waiver Mins (WM)
Cycle 1	27	0	0	12,015	0
Cycle 2	29	0	0	12,750	0
Cycle 3	29	0	0	12,905	0
Cycle 4	29	0	0	12,905	0
Cycle 5	29	0	0	12,905	0
Cycle 6	32	0	0	14,085	0
Total:	175	0	0	77,565	0

Yearly Total Mins(DM+WM): 61 77,565
 Warning! Yearly Total Mins (DM+WM) should meet TEA guideline about minutes of operation.

Cnty-Dist: 030-903

BAIRD ISD

Campus: 101

BAIRD ELEMENTARY SCHOOL

Track: 01

School Year 2026

ELEMENTARY

Instructional Program Type: 01 Standard Program - 75600
Operational Minutes (Includes Full-time virtual campus with its own CDCN) (Does not include Pre-Kindergarten Programs/Grades)

First Day of School : 08/13/2025		Daily Minutes: 445				
Last Day of School : 05/21/2026		Shortened Daily Minutes: 290				
Rptng Period	Begin Date	Mem Days	Shrtnd Mem Waiver Day	Non Mem Waiver Day	Daily Min (DM)	Waiver Min (WM)
1	08/13/2025	27	0	0	12,015	0
2	09/22/2025	29	0	0	12,750	0
3	11/03/2025	29	0	0	12,905	0
4	01/05/2026	29	0	0	12,905	0
5	02/16/2026	29	0	0	12,905	0
6	04/06/2026	32	0	0	14,085	0
Total:		175	0	0	77,565	0

- B** Begin School Membership
- C** Begin Cycle
- H** Holiday
- W** Weekend
- E** End Of School
- I** In Service
- F** Weather
- M** Make-up
- A** Adjust Minutes
- V** Waiver

Yearly Total Minutes(DM+WM) :

77,565

Warning! Yearly Total Mins (DM+WM) must meet TEA guideline about minutes of operation.

Sun	Mon	Tues	Wed	Thur	Fri	Sat
					01	02
03	04 ^I	05 ^I	06 ^I	07 ^I	08 ^I	09
10	11 ^I	12 ^I	13 ^B	14	15	16 ^W
17 ^W	18	19	20	21	22	23 ^W
24 ^W	25	26	27	28	29	30 ^W
31 ^W						

Sun	Mon	Tues	Wed	Thur	Fri	Sat
	01 ^H	02	03	04	05	06 ^W
07 ^W	08	09	10	11	12	13 ^W
14 ^W	15	16	17	18	19	20 ^W
21 ^W	22 ^C	23	24	25	26	27 ^W
28 ^W	29	30				

Sun	Mon	Tues	Wed	Thur	Fri	Sat
			01	02	03	04 ^W
05 ^W	06	07	08	09	10	11 ^W
12 ^W	13 ^H	14	15	16	17 ^A	18 ^W
19 ^W	20	21	22	23	24	25 ^W
26 ^W	27	28	29	30	31	

Sun	Mon	Tues	Wed	Thur	Fri	Sat
						01 ^W
02 ^W	03 ^C	04	05	06	07	08 ^W
09 ^W	10	11	12	13	14	15 ^W
16 ^W	17	18	19	20	21	22 ^W
23 ^W	24 ^H	25 ^H	26 ^H	27 ^H	28 ^H	29 ^W
30 ^W						

Sun	Mon	Tues	Wed	Thur	Fri	Sat
	01	02	03 ^H	04	05	06 ^W
07 ^W	08	09	10	11	12	13 ^W
14 ^W	15	16	17	18	19	20 ^W
21 ^W	22 ^H	23 ^H	24 ^H	25 ^H	26 ^H	27 ^W
28 ^W	29 ^H	30 ^H	31 ^H			

Sun	Mon	Tues	Wed	Thur	Fri	Sat
				01 ^H	02 ^H	03 ^W
04 ^W	05 ^C	06	07	08	09	10 ^W
11 ^W	12	13	14	15	16	17 ^W
18 ^W	19 ^H	20	21	22	23	24 ^W
25 ^W	26	27	28	29	30	31 ^W

Sun	Mon	Tues	Wed	Thur	Fri	Sat
01 ^W	02	03	04	05	06	07 ^W
08 ^W	09	10	11	12	13	14 ^W
15 ^W	16 ^C	17	18	19	20	21 ^W
22 ^W	23	24	25	26	27	28 ^W

Sun	Mon	Tues	Wed	Thur	Fri	Sat
01 ^W	02	03	04	05	06	07 ^W
08 ^W	09 ^H	10 ^H	11 ^H	12 ^H	13 ^H	14 ^W
15 ^W	16	17	18	19	20	21 ^W
22 ^W	23	24	25	26	27	28 ^W
29 ^W	30	31				

Sun	Mon	Tues	Wed	Thur	Fri	Sat
			01	02	03 ^H	04 ^W
05 ^W	06 ^C	07	08	09	10	11 ^W
12 ^W	13	14	15	16	17	18 ^W
19 ^W	20	21	22	23	24	25 ^W
26 ^W	27	28	29	30		

Sun	Mon	Tues	Wed	Thur	Fri	Sat
					01	02 ^W
03 ^W	04	05	06	07	08 ^H	09 ^W
10 ^W	11	12	13	14	15 ^H	16 ^W
17 ^W	18	19	20	21 ^{EA}	22 ^I	23
24	25 ^H	26	27	28	29	30
31						

Sun	Mon	Tues	Wed	Thur	Fri	Sat
	01	02	03	04	05	06
07	08	09	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Sun	Mon	Tues	Wed	Thur	Fri	Sat
			01	02	03	04
05	06	07	08	09	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Cnty-Dist: 030-903

BAIRD ISD

Campus: 101

BAIRD ELEMENTARY SCHOOL

Track: 01

School Year 2026

ELEMENTARY

First Day of School :	08/13/2025
Last Day of School :	05/21/2026
Daily Minutes:	445
Shortened Daily Minutes:	290

Rptng Perio	Begin Date	Mem Days	Shrtnd Mem Waiver Day	Non Mem Waiver Day	Daily Min (DM)	Waiver Min (WM)
1	08/13/2025	27	0	0	12,015	0
2	09/22/2025	29	0	0	12,750	0
3	11/03/2025	29	0	0	12,905	0
4	01/05/2026	29	0	0	12,905	0
5	02/16/2026	29	0	0	12,905	0
6	04/06/2026	32	0	0	14,085	0
Total:		175	0	0	77,565	0

Yearly Total Minutes(DM+WM) : 77,565

Warning! Yearly Total Mins (DM+WM) must meet TEA guideline about minutes of operation.

Events & Minutes Details

Adjust Minutes

Date	Mins	Date	Mins	Date	Mins	Date	Mins	Date	Mins	Date	Mins
10/17/2025	290	05/21/2026	290								

Make-up Day

Date	Daily Mins
------	------------

Weather Day

Date	Daily Mins
------	------------

Holidays

09/01/2025	10/13/2025	11/24/2025	11/25/2025	11/26/2025	11/27/2025	11/28/2025	12/03/2025
12/22/2025	12/23/2025	12/24/2025	12/25/2025	12/26/2025	12/29/2025	12/30/2025	12/31/2025
01/01/2026	01/02/2026	01/19/2026	03/09/2026	03/10/2026	03/11/2026	03/12/2026	03/13/2026
04/03/2026	05/08/2026	05/15/2026	05/25/2026				

Inservice Days

08/04/2025	08/05/2025	08/06/2025	08/07/2025	08/08/2025	08/11/2025	08/12/2025	05/22/2026
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Calendar Minutes Verification List

Adjust Minutes Make-up Day Weather Day Waiver Day

Rptng Period	Day No	Date	Day Type	Daily Mins (DM)	Waiver Mins (WM)	Waiver Events	Sch Day Event
1	1	08/13/2025	Membership Day	445	0		
	2	08/14/2025	Membership Day	445	0		
	3	08/15/2025	Membership Day	445	0		
	4	08/18/2025	Membership Day	445	0		
	5	08/19/2025	Membership Day	445	0		
	6	08/20/2025	Membership Day	445	0		
	7	08/21/2025	Membership Day	445	0		
	8	08/22/2025	Membership Day	445	0		
	9	08/25/2025	Membership Day	445	0		
	10	08/26/2025	Membership Day	445	0		
	11	08/27/2025	Membership Day	445	0		
	12	08/28/2025	Membership Day	445	0		
	13	08/29/2025	Membership Day	445	0		
	14	09/02/2025	Membership Day	445	0		
	15	09/03/2025	Membership Day	445	0		
	16	09/04/2025	Membership Day	445	0		
	17	09/05/2025	Membership Day	445	0		
	18	09/08/2025	Membership Day	445	0		
	19	09/09/2025	Membership Day	445	0		
	20	09/10/2025	Membership Day	445	0		
	21	09/11/2025	Membership Day	445	0		
	22	09/12/2025	Membership Day	445	0		
	23	09/15/2025	Membership Day	445	0		
	24	09/16/2025	Membership Day	445	0		
	25	09/17/2025	Membership Day	445	0		
	26	09/18/2025	Membership Day	445	0		
	27	09/19/2025	Membership Day	445	0		
				12,015	0		

Cnty-Dist: 030-903

BAIRD ISD

Campus: 101

BAIRD ELEMENTARY SCHOOL

Track: 01





School Year 2026

ELEMENTARY

Calendar Minutes Verification List

		Adjust Minutes	Make-up Day	Weather Day	Waiver Day		
Rptng Period	Day No	Date	Day Type	Daily Mins (DM)	Waiver Mins (WM)	Waiver Events	Sch Day Event
2	1	09/22/2025	Membership Day	445	0		
	2	09/23/2025	Membership Day	445	0		
	3	09/24/2025	Membership Day	445	0		
	4	09/25/2025	Membership Day	445	0		
	5	09/26/2025	Membership Day	445	0		
	6	09/29/2025	Membership Day	445	0		
	7	09/30/2025	Membership Day	445	0		
	8	10/01/2025	Membership Day	445	0		
	9	10/02/2025	Membership Day	445	0		
	10	10/03/2025	Membership Day	445	0		
	11	10/06/2025	Membership Day	445	0		
	12	10/07/2025	Membership Day	445	0		
	13	10/08/2025	Membership Day	445	0		
	14	10/09/2025	Membership Day	445	0		
	15	10/10/2025	Membership Day	445	0		
	16	10/14/2025	Membership Day	445	0		
	17	10/15/2025	Membership Day	445	0		
	18	10/16/2025	Membership Day	445	0		
	19	10/17/2025	Adjust Minutes	290	0		
	20	10/20/2025	Membership Day	445	0		
	21	10/21/2025	Membership Day	445	0		
	22	10/22/2025	Membership Day	445	0		
	23	10/23/2025	Membership Day	445	0		
	24	10/24/2025	Membership Day	445	0		
	25	10/27/2025	Membership Day	445	0		
	26	10/28/2025	Membership Day	445	0		
	27	10/29/2025	Membership Day	445	0		
	28	10/30/2025	Membership Day	445	0		
	29	10/31/2025	Membership Day	445	0		
				12,750	0		

Calendar Minutes Verification List

		 Adjust Minutes	 Make-up Day	 Weather Day	 Waiver Day		
Rptng Period	Day No	Date	Day Type	Daily Mins (DM)	Waiver Mins (WM)	Waiver Events	Sch Day Event
3	1	11/03/2025	Membership Day	445	0		
	2	11/04/2025	Membership Day	445	0		
	3	11/05/2025	Membership Day	445	0		
	4	11/06/2025	Membership Day	445	0		
	5	11/07/2025	Membership Day	445	0		
	6	11/10/2025	Membership Day	445	0		
	7	11/11/2025	Membership Day	445	0		
	8	11/12/2025	Membership Day	445	0		
	9	11/13/2025	Membership Day	445	0		
	10	11/14/2025	Membership Day	445	0		
	11	11/17/2025	Membership Day	445	0		
	12	11/18/2025	Membership Day	445	0		
	13	11/19/2025	Membership Day	445	0		
	14	11/20/2025	Membership Day	445	0		
	15	11/21/2025	Membership Day	445	0		
	16	12/01/2025	Membership Day	445	0		
	17	12/02/2025	Membership Day	445	0		
	18	12/04/2025	Membership Day	445	0		
	19	12/05/2025	Membership Day	445	0		
	20	12/08/2025	Membership Day	445	0		
	21	12/09/2025	Membership Day	445	0		
	22	12/10/2025	Membership Day	445	0		
	23	12/11/2025	Membership Day	445	0		
	24	12/12/2025	Membership Day	445	0		
	25	12/15/2025	Membership Day	445	0		
	26	12/16/2025	Membership Day	445	0		
	27	12/17/2025	Membership Day	445	0		
	28	12/18/2025	Membership Day	445	0		
	29	12/19/2025	Membership Day	445	0		
				12,905	0		

Calendar Minutes Verification List

Adjust Minutes Make-up Day Weather Day Waiver Day

Rptng Period	Day No	Date	Day Type	Daily Mins (DM)	Waiver Mins (WM)	Waiver Events	Sch Day Event
4	1	01/05/2026	Membership Day	445	0		
	2	01/06/2026	Membership Day	445	0		
	3	01/07/2026	Membership Day	445	0		
	4	01/08/2026	Membership Day	445	0		
	5	01/09/2026	Membership Day	445	0		
	6	01/12/2026	Membership Day	445	0		
	7	01/13/2026	Membership Day	445	0		
	8	01/14/2026	Membership Day	445	0		
	9	01/15/2026	Membership Day	445	0		
	10	01/16/2026	Membership Day	445	0		
	11	01/20/2026	Membership Day	445	0		
	12	01/21/2026	Membership Day	445	0		
	13	01/22/2026	Membership Day	445	0		
	14	01/23/2026	Membership Day	445	0		
	15	01/26/2026	Membership Day	445	0		
	16	01/27/2026	Membership Day	445	0		
	17	01/28/2026	Membership Day	445	0		
	18	01/29/2026	Membership Day	445	0		
	19	01/30/2026	Membership Day	445	0		
	20	02/02/2026	Membership Day	445	0		
	21	02/03/2026	Membership Day	445	0		
	22	02/04/2026	Membership Day	445	0		
	23	02/05/2026	Membership Day	445	0		
	24	02/06/2026	Membership Day	445	0		
	25	02/09/2026	Membership Day	445	0		
	26	02/10/2026	Membership Day	445	0		
	27	02/11/2026	Membership Day	445	0		
	28	02/12/2026	Membership Day	445	0		
	29	02/13/2026	Membership Day	445	0		
				12,905	0		

Cnty-Dist: 030-903

BAIRD ISD

Campus: 101

BAIRD ELEMENTARY SCHOOL

Track: 01

School Year 2026

ELEMENTARY

Calendar Minutes Verification List

		Adjust Minutes	Make-up Day	Weather Day	Waiver Day		
Rptng Period	Day No	Date	Day Type	Daily Mins (DM)	Waiver Mins (WM)	Waiver Events	Sch Day Event
5	1	02/16/2026	Membership Day	445	0		
	2	02/17/2026	Membership Day	445	0		
	3	02/18/2026	Membership Day	445	0		
	4	02/19/2026	Membership Day	445	0		
	5	02/20/2026	Membership Day	445	0		
	6	02/23/2026	Membership Day	445	0		
	7	02/24/2026	Membership Day	445	0		
	8	02/25/2026	Membership Day	445	0		
	9	02/26/2026	Membership Day	445	0		
	10	02/27/2026	Membership Day	445	0		
	11	03/02/2026	Membership Day	445	0		
	12	03/03/2026	Membership Day	445	0		
	13	03/04/2026	Membership Day	445	0		
	14	03/05/2026	Membership Day	445	0		
	15	03/06/2026	Membership Day	445	0		
	16	03/16/2026	Membership Day	445	0		
	17	03/17/2026	Membership Day	445	0		
	18	03/18/2026	Membership Day	445	0		
	19	03/19/2026	Membership Day	445	0		
	20	03/20/2026	Membership Day	445	0		
	21	03/23/2026	Membership Day	445	0		
	22	03/24/2026	Membership Day	445	0		
	23	03/25/2026	Membership Day	445	0		
	24	03/26/2026	Membership Day	445	0		
	25	03/27/2026	Membership Day	445	0		
	26	03/30/2026	Membership Day	445	0		
	27	03/31/2026	Membership Day	445	0		
	28	04/01/2026	Membership Day	445	0		
	29	04/02/2026	Membership Day	445	0		
				12,905	0		

Cnty-Dist: 030-903

BAIRD ISD

Campus: 101

BAIRD ELEMENTARY SCHOOL

Track: 01

School Year 2026

ELEMENTARY

Calendar Minutes Verification List

Adjust Minutes Make-up Day Weather Day Waiver Day

Rptng Period	Day No	Date	Day Type	Daily Mins (DM)	Waiver Mins (WM)	Waiver Events	Sch Day Event
6	1	04/06/2026	Membership Day	445	0		
	2	04/07/2026	Membership Day	445	0		
	3	04/08/2026	Membership Day	445	0		
	4	04/09/2026	Membership Day	445	0		
	5	04/10/2026	Membership Day	445	0		
	6	04/13/2026	Membership Day	445	0		
	7	04/14/2026	Membership Day	445	0		
	8	04/15/2026	Membership Day	445	0		
	9	04/16/2026	Membership Day	445	0		
	10	04/17/2026	Membership Day	445	0		
	11	04/20/2026	Membership Day	445	0		
	12	04/21/2026	Membership Day	445	0		
	13	04/22/2026	Membership Day	445	0		
	14	04/23/2026	Membership Day	445	0		
	15	04/24/2026	Membership Day	445	0		
	16	04/27/2026	Membership Day	445	0		
	17	04/28/2026	Membership Day	445	0		
	18	04/29/2026	Membership Day	445	0		
	19	04/30/2026	Membership Day	445	0		
	20	05/01/2026	Membership Day	445	0		
	21	05/04/2026	Membership Day	445	0		
	22	05/05/2026	Membership Day	445	0		
	23	05/06/2026	Membership Day	445	0		
	24	05/07/2026	Membership Day	445	0		
	25	05/11/2026	Membership Day	445	0		
	26	05/12/2026	Membership Day	445	0		
	27	05/13/2026	Membership Day	445	0		
	28	05/14/2026	Membership Day	445	0		
	29	05/18/2026	Membership Day	445	0		
	30	05/19/2026	Membership Day	445	0		
	31	05/20/2026	Membership Day	445	0		
	32	05/21/2026	Adjust Minutes	290	0		
				14,085	0		
Total for this Campus and Track :				77,565	0	DM+WM : 77,565	