

**Agenda of Regular Meeting  
Baird Independent School District  
Board of Trustees**

**Date:** Thursday, August 28, 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. Public Meeting on Budget and Tax Rate**

A. Review of 2025 - 2026 district budget

**VI. Reports**

A. Campus Reports

1. Elementary	Michael Waggoner, Principal
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2. High School	James Stevens, Principal
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3. Athletic Report	4
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B. Superintendent Report	Tim Little, Superintendent
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1. Financial Reports

2. Investment Report

3. Enrollment Report

4. Employee of the Month

## VII. 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 5

B. Discussion and possible action to approve the T-TESS calendar and appraisers for the 2025-26 school year 8

C. Discussion and possible action to approve 2025-26 Student Code of Conduct

2025-20256 BISD Student Code of Conduct

D. Discussion of 2025 - 2026 Student Handbook (no action)

2025 - 2026 BISD Student Handbook

E. Discussion and possible action to approve amendments to the District's Value Limitation Agreements with Enbridge Solar (Eldorado Solar) for Project Number 1752 and authorize the Board President to execute the amendment on the District's behalf.

F. Discussion and possible action to approve resolution granting extracurricular status to Callahan County 4H organization and adjunct faculty status to county extension agents 10

G. Discussion and possible action to approve amended budget for 2024 - 2025 school year

H. Discussion and possible action to approve budget for 2025 - 2026 school year

I. Discussion and possible action to adopt district tax rates for 2025 - 2026 school year

J. Discussion and possible action to adopt *Resolution Expressing Intent to Defeas and Redeem Certain of the District's Outstanding Bonds*

## VIII. Executive Session

A. Discussion on compensation for campus and district administrators, including campus principals and superintendent; school counselors; and school nurse

## IX. Action on Executive Session Items

## **X. 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.**

## **Baird Athletics: A Strong Start to the Season**

The Baird Athletics program is experiencing a period of impressive growth and engagement, with a total of 103 student-athletes participating this season. We are seeing strong participation across all levels, laying a foundation for success.

### **Key Highlights:**

- High School Girls: 16 athletes
- High School Boys: 26 athletes
- Junior High Girls: 34 athletes
- Junior High Boys: 27 athletes

## **Cross Country**

Our cross country teams are off and running! The high school team officially started its season on Wednesday at Haskell. Our Junior High runners, which include 12 girls and 8 boys, are preparing for their first meet on September 2nd at Eula.

## **High School Football: Gearing Up for the Regular Season**

The high school football team has completed two challenging scrimmages that have prepared them well for the season opener.

- The first scrimmage against Abilene Christian High School on August 15th was a strong showing, where our team outscored a fast and talented opponent.
- The second scrimmage took the team to Newcastle on August 22nd to face a state-ranked team. Though the live quarter ended 22-8, the experience was a great learning opportunity for our players. The team has made significant progress and is excited to kick off the season tomorrow night in the renovated Bear's Den.

## **Junior High Football**

The Junior High football season is set to begin on September 4th. We look forward to hosting Bryson in the Bear's Den and will provide an update on the number of teams as soon as we have confirmation.

## **Girls' Athletics: Preparing for a Great Season**

Coach Manning has started offseason basketball training, focusing on developing skills for the upcoming season. With 24 girls participating at the junior high level and 14 in high school, the program is poised for success.

## **Community and Program Initiatives**

The athletics program continues to build strong ties within the community. Our high school athletes are already involved in our Youth Sports program, serving as role models and coaches for the next generation. The "Meet the Bears" event was a resounding success, drawing a large crowd and building excitement for the season. A special thank you to the Booster Club for their ongoing support.

## Special Meeting

Thursday, August 14, 2025 6:30 PM

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

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

### I. Call to Order

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

### II. Invocation

**Discussion:** The invocation was given by Jody Gerngross.

### III. Establish Quorum

**Discussion:** A quorum was established.

### IV. Public Comment

**Discussion:** No public comment was made.

### V. Action and Discussion Items

#### V.A. Budget Workshop

**Discussion:** Tim Little presented to the board a Budget Workshop.

#### V.B. Trustee Election

V.B.1. Discussion and possible action to approve an order calling a General Election for November 4, 2025, to be held by the Baird Independent School District

**Action(s):**

Motion was made to apporve an order calling a General Election for November 4, 2025, to be held by the Baird Independent School District. This motion, made by Jody Gerngross and seconded by Lori Higgins, Carried.

**Voting Detail:**

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

**Voting Summary:** Yea: 4, Nay: 0, Absent: 3

#### V.C. Bond Election

V.C.1. Discussion and possible action to adopt an Order Calling School Building Bond Election to be held on November 4, 2025 in an amount not to exceed \$26,000,000.

**Action(s) :**

Motion was made to adopt an order calling a bond election for Proposition A for \$23 million for academic improvements at the High School and Elementary Campus. This motion, made by Lori Higgins and seconded by Kenneth Brock, Carried.

**Voting Detail:**

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

**Voting Summary:** Yea: 4, Nay: 0, Absent: 3

Motion was made to adopt an order calling a bond election for Proposition B for \$2.5 million for teacher housing. This motion, made by Jody Gerngross and seconded by Lori Higgins, Carried.

**Voting Detail:**

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

**Voting Summary:** Yea: 4, Nay: 0, Absent: 3

V.D. Board Vacancy and Appointment

V.D.1. Discussion and possible action to accept the resignation of Board Member Carrie Smith, whose term expires in December 2026, effective August 14, 2025.

**Action(s) :**

Motion was made to accept the resignation of Board Member Carrie Smith. This motion, made by Lori Higgins and seconded by Jody Gerngross, Carried.

**Voting Detail:**

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

**Voting Summary:** Yea: 4, Nay: 0, Absent: 3

V.D.2. Discussion and possible action to appoint a replacement to fill the unexpired term of Board Member Carrie Smith, expiring December 2026.

**Action(s) :**

Motion was made to enter executive session at 7:18 pm. This motion, made by Lori Higgins and seconded by Jody Gerngross, Carried.

**Voting Detail:**

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

**Voting Summary:** Yea: 4, Nay: 0, Absent: 3

**Discussion:** Discussion was made regarding a possible action to appoint a replacement to fill the unexpected term of Board Member Carrie Smith. Motion was made to end closed session at 7:45 pm.

VI. **Adjourn**

**Action(s) :**

Motion was made to adjourn meeting at 7:45 pm. This motion, made by Kenneth Brock and seconded by Lori Higgins, Carried.

**Voting Detail:**

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

**Voting Summary:** Yea: 4, Nay: 0, Absent: 3

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Board Secretary



Evaluation Activities	T-TESS Dates
<p><b>Teachers NEW to T-TESS or District Teacher Face-to-Face Orientation</b></p> <ul style="list-style-type: none"> <li>• <i>Must be completed by the final day of the first three weeks of school and at least two weeks before the first observation.</i></li> <li>• <i>For new teachers to the District, or teachers that have never been appraised under T-TESS. Late hires will need to be trained no later than two weeks prior to the first observation.</i></li> </ul>	<p>August 4, 2025</p>
<p><b>Teacher Goal Setting and Professional Development Plan</b></p> <ul style="list-style-type: none"> <li>• <i>Returning teachers must meet with appraiser to establish student growth measure goal by the end of the first six weeks or within six weeks of orientation.</i></li> <li>• <i>Returning teacher review the goal(s) established at the EOY conference to determine if changes are needed. Submit changes by the end of the first six weeks.</i></li> <li>• <i>New to T-TESS or District teachers must be guided through GSPD and student growth measure process. Plans must be submitted within six weeks of orientation.</i></li> </ul>	<p>Due No Later than Six Weeks after Completion of Teacher Orientation</p>
<p><b>Ongoing Review of Teacher and Student Data</b></p> <p><b>Ongoing Review of the GSPD Plan and Student Growth Measure</b></p> <p><b>Ongoing Collection of Evidence to Support Domain IV (Teacher and Appraiser)</b></p>	<p>Week Six through End-of-Year Conferences</p>
<p><b>Teacher Pre-Observation Conferences</b></p>	<p>Held within 10 Business Days of an Announced Observation</p>
<p><b>Announced Observations Begin</b></p>	<p>No Earlier than Two Weeks after Teacher Orientation is Completed</p>
<p><b>Teacher Post-Observation Conference</b></p>	<p>No Later than 10 Business Days after Announced Formal Observation</p>
<p><b>Teacher Part II Goal Reflection</b></p>	<p>Submitted at Least Two Weeks Prior to End-of Year Conference</p>





# Baird ISD

T-TESS Appraisal Calendar 2025-2026

Evaluation Activities	T-TESS Dates
<b>All End-of-Year conferences must be completed.</b>	April 22, 2026
<b>Written Summative Annual Appraisal</b>	Provided to Teacher within 10 Working Days of the Conclusion of the End-of-Year Conference. Must be completed by April 29, 2026
<b>Non-Observation Days</b>	August 13-26 October 31 November 21 December 1 & 19 January 5-6 March 6

### Primary Appraisers

Joyce Bachert

James Stevens

Michael Waggoner

WEST CENTRAL DISTRICT 7

August 1, 2025

Texas A&M AgriLife Extension Service – Callahan County  
100 West 4<sup>th</sup> St., Suite 201  
Baird, TX 79504

Dr. Timothy Little  
Baird ISD  
PO Box 1147  
Baird, TX 79510

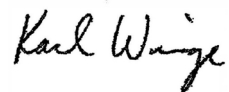
Dear Dr. Little,

On behalf of the 4-H members of Callahan County, I/we hereby respectfully request that the 4-H organization, by the attached resolution, be sanctioned as an extracurricular activity. We request the enclosed RESOLUTION be presented for consideration at the next scheduled meeting of the Board of Trustees of the Baird ISD. I/we further request that questions regarding this RESOLUTION be directed to me/us in a timely manner so that I/we may prepare and present an appropriate response so as not to delay action on this request.

Finally, I/we request that a signed copy of this RESOLUTION, along with a copy of the minutes of the Board meeting, be forwarded to me/us for my/our files.

Thank you and members of the Board of Trustees for your consideration of this request.

Sincerely



Karl Winge  
County Extension Agent – AG/NR

Attachment: Resolution for Extracurricular Status of 4-H Organization

**ADJUNCT FACULTY AGREEMENT**  
**THE STATE OF TEXAS: COUNTY OF CALLAHAN**

On this date, at a regularly scheduled and posted meeting, came the Board of Trustees of the Baird Independent School District, hereinafter referred to as "School District." A quorum having been established, the Board proceeded to consider the appointment of the herein named individual as an adjunct faculty member of the School District.

Upon consideration and vote of Unanimous in favor, Karl Winge is hereby named as an adjunct faculty member of the School District subject to the following considerations and provisions of such appointment to wit:

1. This appointment shall commence on the 13<sup>th</sup> day of August 2025 and end on the 21<sup>st</sup> day of May, 2026, being the end of the current academic year.
2. This appointment will include the Texas A&M AgriLife Extension Service employees listed below:  
Name: Karl Winge Title: County Extension Agent Degree: Bachelors Date: 2002 Institution: Tarleton State University
3. Adjunct faculty member will receive no compensation, salary, or remuneration from the School District.
4. Adjunct faculty member is and shall remain an employee, in good standing, of the Texas A&M AgriLife Extension Service.
5. Adjunct faculty member shall be under the direct supervision of the District Extension Administrator of District 7.
6. Adjunct faculty member(s) shall receive all group insurance benefits, workman's compensation insurance benefits, unemployment insurance, and any and all other plans for the benefit of Texas A&M AgriLife Extension Service employees. The School District shall have no responsibility for any of such benefits or plans.

Adjunct faculty member shall direct the activities and participation of students of the School District in sponsored and approved activities as designated from time to time by adjunct faculty members for which notice shall be given to School District administrative personnel. Adjunct faculty members' activities and participation with students of the School District are directed, supervised, and controlled by and through supervisory personnel of Texas A&M AgriLife Extension Service pursuant to the supervisory authority of the District Extension Administrator. Adjunct faculty member is not the employee of the School District, and School District does not nor shall not supervise, direct or control the activities and/or participation of such County Extension Agent(s) who have/has been herein designated as an adjunct faculty member.

This appointment is made by the School District by and through the Board of Trustees of said district for the benefit of allowing voluntary student participation in programs conducted by the Texas A&M AgriLife Extension Service in recognition of the educational benefits arising from such participation and activities and/or directed by the Texas A&M AgriLife Extension Service. This appointment is made in accordance with the provisions of Section 129.21(j)(l) of the Texas Administrative Code authorizing the school to deem such participating students in attendance for foundation school program purposes.

This appointment of the herein named County Extension Agent(s), Karl Winge, is/are not intended nor shall be construed as a waiver of any claim or defense of sovereign or governmental immunity from liability now possessed by the School District or any of its employees, agents, officers, and/or board members in the performance of governmental functions.

Signed this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

Baird Independent School District

By: \_\_\_\_\_

**RESOLUTION  
EXTRACURRICULAR STATUS OF 4-H ORGANIZATION**

Be it hereby resolved that upon this date, the duly elected Board of Trustees of the

**Baird Independent School District**

\_\_\_\_\_  
*(Complete name of school district)*

meeting in public with a quorum present and certified,  
did adopt this resolution that recognizes the

**Callahan County**

Texas 4-H Organization as approved for recognition and eligible for extracurricular status consideration under  
19TexasAdministrative Code,  
Chapter 76.1, pertaining to extracurricular activities.

Participation by 4-H members under provisions of this resolution are subject to all rules and regulations set forth under the  
19Texas Administrative Code as interpreted by this Board and designated officials of this school district.

A local representative of the Texas A&M AgriLife Extension Service  
will request academic eligibility for all 4-H competitive activities, regardless if a school absence is or is not required, and  
for non-competitive purposes when an absence is required.

Approved this \_\_\_\_ day of \_\_\_\_\_, 20 \_\_\_\_.

\_\_\_\_\_  
Board of Trustee

\_\_\_\_\_  
Superintendent