

Agenda of Special Meeting

Baird Independent School District

Board of Trustees

Date: Monday, April 6, 2026
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

Public comment is governed by local policy BED. At special meetings, public comment is limited to items on the posted agenda. Any member of the public who wishes to speak must sign up prior to the posted start time of the meeting and identify the subject on which he or she will speak. Sign up forms are available at the meeting location.

V. Action Items

A. Discussion and possible action to approve minutes of prior meetings 3

B. Consideration and possible action to approve the Total Sheet and Prime Contractors for the Construction of the Vo-Ag Barn & Maintenance Building

C. Discussion and possible action to approve counselor contracts for 2026–2027

VI. Executive Session

A. Discussion regarding the purchase of real property pursuant to Texas Government Code Section 551.072

VII. Action on Executive Session Items

A. Discussion and possible action on the purchase of real property

VIII. 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.

Regular Meeting

Monday, February 9, 2026 6:30 PM

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

Krystal Bounds: Present
Kenneth Brock: Present
Lori Higgins: Present
Royce McAdams: Present
Larry McIntire: Present
Michael Parker: Present
Efraim Rodriguez: Present

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 Larry McIntire.

III. Establish Quorum

Discussion: A quorum was established.

IV. Public Comment

Discussion: Public comment was made by Steve Bond and Caleb Hidalgo regarding the purchase of school buses.

V. Reports

V.A. Campus Reports

V.A.1. Elementary

Discussion: The elementary board report was given by Michael Waggoner.

Speaker(s): Michael Waggoner, Principal

V.A.2. High School

Discussion: The high school board report was given by James Stevens.

Speaker(s): James Stevens, Principal

V.A.3. Athletic Report

Discussion: The athletic board report was given by Jeremy Kirk.

Speaker(s): Jeremy Kirk, Athletic Director

V.B. Superintendent Report

Speaker(s): Tim Little, Superintendent

V.B.1. Financial Reports

Discussion: The financial report was given by Tim Little.

V.B.2. Investment Report

Discussion: The investment report was given by Tim Little.

V.B.3. Enrollment Report

Discussion: The enrollment report was given by Tim Little.

V.B.4. Employee of the Month

Discussion: The Employee of the Month was presented by James Stevens and awarded to Allison Taylor.

V.B.5. Bond & Construction Report

Discussion: The bond and construction report was given by Tim Little.

VI. Discussion or Action Items

VI.A. Governance and Board Operations

VI.A.1. 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 Larry McIntire and seconded by Royce McAdams, Carried.

Voting Detail:

Krystal Bounds:	Yea
Kenneth Brock:	Yea
Lori Higgins:	Yea
Royce McAdams:	Yea
Larry McIntire:	Yea
Michael Parker:	Yea
Efraim Rodriguez:	Yea

Voting Summary: Yea: 7, Nay: 0

VI.B. Facilities, Capital Planning, and Operations

VI.B.1. Discussion and possible action to adopt an Order Calling School Building Bond Election in an amount not to exceed \$2,500,000 to be held on May 2, 2026.

Action(s):

I move that the Board of Trustees adopt the Order Calling School Building Bond Election, as presented. This motion, made by Michael Parker and seconded by Larry McIntire, Carried.

Voting Detail:

Krystal Bounds:	Nay
Kenneth Brock:	Yea
Lori Higgins:	Nay
Royce McAdams:	Yea
Larry McIntire:	Yea
Michael Parker:	Yea
Efraim Rodriguez:	Yea

Voting Summary: Yea: 5, Nay: 2

VI.B.2. Discussion and possible action to authorize the award and purchase of school buses through a cooperative purchasing program

Action(s):

Motion was made to authorize the award and purchase of school buses through Rush Truck Center for the Base bid plus alternate B package. This motion, made by Michael Parker and seconded by Lori Higgins, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Lori Higgins: Yea
Royce McAdams: Yea
Larry McIntire: Nay
Michael Parker: Yea
Efraim Rodriguez: Yea

Voting Summary: Yea: 6, Nay: 1

VI.B.3. Discussion and possible action regarding the review of the safety plan for upcoming district construction projects developed by the district School Resource Officer

Discussion: Discussion was held regarding the review of the safety plan for the upcoming district construction projects developed by the district School Resource Officer.

VI.C. Policy and Legal Compliance

VI.C.1. Discussion and possible action regarding district compliance with Senate Bill 11 (88th Texas Legislature), including board direction related to implementation

Action(s):

Motion was made to not adopt a resolution of district implementation regarding the Senate Bill 11. This motion, made by Michael Parker and seconded by Royce McAdams, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Lori Higgins: Yea
Royce McAdams: Yea
Larry McIntire: Yea
Michael Parker: Yea
Efraim Rodriguez: Yea

Voting Summary: Yea: 7, Nay: 0

VI.C.2. Discussion and possible action regarding revisions to Board Policy DNB (LOCAL) pertaining to principal appraisal

Action(s):

Motion was made to authorize superintendent to pursue policy revisions to Board Policy DNB (LOCAL) pertaining to principal appraisal. This motion, made by Lori Higgins and seconded by Krystal Bounds, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Lori Higgins: Yea
Royce McAdams: Yea
Larry McIntire: Yea

Michael Parker: Yea

Efraim Rodriguez: Yea

Voting Summary: Yea: 7, Nay: 0

VII. Executive Session

Action(s):

Motion was made to enter executive session at 7:21pm. This motion, made by Kenneth Brock and seconded by Michael Parker, Carried.

Voting Detail:

Krystal Bounds: Yea

Kenneth Brock: Yea

Lori Higgins: Yea

Royce McAdams: Yea

Larry McIntire: Yea

Michael Parker: Yea

Efraim Rodriguez: Yea

Voting Summary: Yea: 7, Nay: 0

Discussion: The board came out of Executive Session at 8:04pm.

VII.A. Deliberation of the annual superintendent performance appraisal and contract in accordance with Texas Government Code Sections 551.071 and 551.074

Discussion: Deliberation was made regarding the annual superintendent performance appraisal and contract.

VII.B. Deliberation regarding the extension of principal contracts, including the elementary principal and high school principal, and other administrator and professional staff contracts, in accordance with Texas Government Code Section 551.074

Discussion: Deliberation was made regarding the extension of principal contracts, and other administrator and professional staff contracts.

VII.C. Deliberation of the purchase, exchange, lease, or value of real property in accordance with Texas Government Code Section 551.072

Discussion: Deliberation was made regarding the purchase, exchange, lease, or value of real property.

VIII. Action on Executive Session Items

VIII.A. Discussion and possible action regarding the annual superintendent performance appraisal and superintendent contract

Action(s):

Motion was made to approve the annual superintendent performance evaluation. This motion, made by Michael Parker and seconded by Royce McAdams, Carried.

Voting Detail:

Krystal Bounds: Yea

Kenneth Brock: Yea

Lori Higgins: Yea
Royce McAdams: Yea
Larry McIntire: Yea
Michael Parker: Yea
Efraim Rodriguez: Yea

Voting Summary: Yea: 7, Nay: 0

Motion was made to approve Tim Little 3 year term contract as superintendent and wages as presented to the board. This motion, made by Michael Parker and seconded by Lori Higgins, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Lori Higgins: Yea
Royce McAdams: Yea
Larry McIntire: Yea
Michael Parker: Yea
Efraim Rodriguez: Yea

Voting Summary: Yea: 7, Nay: 0

VIII.B. Discussion and possible action regarding the extension of principal contracts, including the elementary principal and high school principal, and other administrator and professional staff contracts

Action(s):

Motion was made to approve Michael Waggoner with a term Chapter 21 two year contract as elementary principal, James Stevens with a term Chapter 21 two year contract as secondary principal, Jeremy Kirk with a term chapter 21 one year contract as athletic director. This motion, made by Royce McAdams and seconded by Krystal Bounds, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Lori Higgins: Yea
Royce McAdams: Yea
Larry McIntire: Yea
Michael Parker: Yea
Efraim Rodriguez: Yea

Voting Summary: Yea: 7, Nay: 0

Motion was made to approve Joyce Bachert with a 1 year employment agreement as Curriculum and Instructional Technology Coordinator, Hector Aguirre with a 1 year employment agreement as Maintenance Director, and Marilu Hall with a 1 year Employment Agreement as School Nurse. This motion, made by Lori Higgins and seconded by Krystal Bounds, Carried.

Voting Detail:

Krystal Bounds: Yea

Kenneth Brock: Yea
Lori Higgins: Yea
Royce McAdams: Yea
Larry McIntire: Yea
Michael Parker: Yea
Efraim Rodriguez: Yea

Voting Summary: Yea: 7, Nay: 0

Motion was made to approve Daniel Brock with a 1 year Employment Agreement as IT Coordinator. This motion, made by Larry McIntire and seconded by Krystal Bounds, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Abstain (With Conflict)
Lori Higgins: Yea
Royce McAdams: Yea
Larry McIntire: Yea
Michael Parker: Yea
Efraim Rodriguez: Yea

Voting Summary: Yea: 6, Nay: 0, Abstain (With Conflict): 1

IX. Adjourn

Action(s):

Motion was made to adjourn at 8:18pm. This motion, made by Royce McAdams and seconded by Michael Parker, Carried.

Voting Detail:

Krystal Bounds: Yea
Kenneth Brock: Yea
Lori Higgins: Yea
Royce McAdams: Yea
Larry McIntire: Yea
Michael Parker: Yea
Efraim Rodriguez: Yea

Voting Summary: Yea: 7, Nay: 0

Board Secretary

Special Meeting

Wednesday, February 18, 2026 5:30 PM

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

Krystal Bounds: Absent
Kenneth Brock: Present
Lori Higgins: Present
Royce McAdams: Absent
Larry McIntire: Present
Michael Parker: Absent
Efraim Rodriguez: Present

I. Call to Order

Discussion: The meeting was called to order by Kenneth Brock at 5:30pm.

II. Invocation

Discussion: The Invocation was given by Efraim Rodriguez.

III. Establish Quorum

Discussion: A quorum was established.

IV. Public Comment

Discussion: No public comment was made.

V. Action Items

Action(s):

Motion was made to enter executive session at 5:38pm. This motion, made by Kenneth Brock and seconded by Larry McIntire, Carried.

Voting Detail:

Krystal Bounds: Absent
Kenneth Brock: Yea
Lori Higgins: Yea
Royce McAdams: Absent
Larry McIntire: Yea
Michael Parker: Absent
Efraim Rodriguez: Yea

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

Discussion: The board came out of executive session at 5:48pm.

V.A. Discussion and possible action to adopt an Order Authorizing the Issuance, Sale and Delivery of Baird Independent School District Unlimited Tax School Building Bonds, series 2026 in an aggregate principal amount not to exceed \$23,000,000; and Containing Other Related Matters.

Action(s):

I move that the Board of Trustees adopt the Order Authorizing the Issuance, Sale and Delivery of Baird Independent School District Unlimited Tax School Building Bonds, Series 2026, as presented. This motion, made by Lori Higgins and seconded by

Larry McIntire, Carried.

Voting Detail:

Krystal Bounds:	Absent
Kenneth Brock:	Yea
Lori Higgins:	Yea
Royce McAdams:	Absent
Larry McIntire:	Yea
Michael Parker:	Absent
Efraim Rodriguez:	Yea

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

V.B. Discussion and possible action to approve district plan for uncertified teachers

Action(s):

Motion was made to approve the district's HB2 Teacher Certification Compliance Plan and authorize the Superintendent to submit an application to the Texas Education Agency requesting a delay of teacher certification requirements for foundation curriculum courses through the beginning of the 2029-2030 school year pursuant to Texas Education Code §21.003. This motion, made by Efraim Rodriguez and seconded by Larry McIntire, Carried.

Voting Detail:

Krystal Bounds:	Absent
Kenneth Brock:	Yea
Lori Higgins:	Yea
Royce McAdams:	Absent
Larry McIntire:	Yea
Michael Parker:	Absent
Efraim Rodriguez:	Yea

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

VI. Adjourn

Action(s):

Motion was made to adjourn at 5:49pm. This motion, made by Lori Higgins and seconded by Larry McIntire, Carried.

Voting Detail:

Krystal Bounds:	Absent
Kenneth Brock:	Yea
Lori Higgins:	Yea
Royce McAdams:	Absent
Larry McIntire:	Yea
Michael Parker:	Absent
Efraim Rodriguez:	Yea

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

Board Secretary