Agenda of Regular Meeting
Baird Independent School District
Board of Trustees

Date: Monday, April 20, 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**		
V. **Reports**		
A. Campus Reports		
1. Elementary	Michael Waggoner, Principal	
2. High School	James Stevens, Principal	
3. Athletic Report	Jeremy Kirk, Athletic Director	
B. Superintendent Report	Tim Little, Superintendent	
1. Financial Reports		
2. Investment Report		
3. Enrollment Report		3
4. Employee of the Month		
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. Governance and Board Operations

1. Discussion and possible action to approve minutes of prior meetings 4

B. Facilities, Capital Planning, and Operations

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

2. Discussion and possible action to authorize construction of IDF at Bell Park

C. Policy and Legal Compliance

1. Discussion and possible action to approve Instructional Materials Certification.

D. Personnel

1. Discussion and possible action to approve counselor and teacher contracts for 2026-2027

2. Discussion regarding employee resignations.

VII. **Executive Session**

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

VIII. **Action on Executive Session Items**

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

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.

BISD Enrollment Spreadsheet 2025-2026

	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY
KG	29	28	27	27	27	28	28	29	28	
1ST	16	18	17	16	17	17	17	16	15	
2ND	26	26	26	25	25	24	24	24	24	
3RD	27	28	29	28	28	28	28	29	28	
4TH	29	30	30	29	28	27	27	28	29	
5TH	19	19	19	20	19	19	19	19	19	
BAIRD PK	9	13	13	14	14	11	10	10	9	
ABILENE PK	36	43	43	44	43	44	44	43	42	
ELEMENTARY TOTAL	**191**	**205**	**204**	**203**	**201**	**198**	**197**	**198**	**194**	
6TH	25	25	25	25	23	22	22	24	24	
7TH	29	29	27	27	27	28	28	28	28	
8TH	17	17	18	17	17	19	19	20	20	
9TH	13	14	14	14	14	13	13	13	13	
10TH	25	25	24	24	24	23	23	23	25	
11TH	14	14	13	13	13	14	15	15	15	
12TH	21	21	21	21	21	21	21	21	21	
SECONDARY TOTAL	**144**	**145**	**142**	**141**	**139**	**140**	**141**	**144**	**146**	
DISTRICT TOTAL	**335**	**350**	**346**	**344**	**340**	**338**	**338**	**342**	**340**	

Regular Meeting

Monday, March 23, 2026 6:30 PM
Baird ISD Library, 600 W 7th St, Baird, Texas 79504

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

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

II. **Invocation**
Discussion: The Invocation was given by Royce McAdams.

III. **Establish Quorum**
Discussion: A quorum was established.

IV. **Public Comment**
Discussion: No public comment was made.

V. **Presentation by WRA Architects on cafeteria and band projects**
Discussion: Presentation was given by WRA Architects on cafeteria and band projects.

VI. **Reports**

VI.A.	Campus Reports	
VI.A.1.	Elementary **Discussion:** The elementary report was given by Michael Waggoner.	**Speaker(s):** Michael Waggoner, Principal
VI.A.2.	High School **Discussion:** The high school report was given by James Stevens.	**Speaker(s):** James Stevens, Principal
VI.A.3.	Athletic Report **Discussion:** The athletic report was given by Jeremy Kirk.	**Speaker(s):** Jeremy Kirk, Athletic Director
VI.B.	Superintendent Report	**Speaker(s):** Tim Little, Superintendent
VI.B.1.	Financial Reports **Discussion:** The financial reports were presented to the board.	
VI.B.2.	Investment Report **Discussion:** The investment reports were presented to the board.	
VI.B.3.	Enrollment Report **Discussion:** The enrollment report was presented to the board.	
VI.B.4.	Employee of the Month **Discussion:** Michael Waggoner presented the	

Employee of the Month, Troyce Williams.

VI.B.5. Compensation Analysis

Discussion: The compensation analysis was presented to the board by Dr. Tim Little.

VII. **Discussion or Action Items**

VII.A. Governance and Board Operations

VII.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 Michael Parker and seconded by Lori Higgins, Carried.

Voting Detail:

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

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

VII.A.2. Discussion and possible action regarding the scheduling of school board member training.

Discussion: Discussion was held regarding the scheduling of school board member training.

VII.B. Facilities, Capital Planning, and Operations

VII.B.1. Discussion and possible action to approve the purchase of digital marquee

Action(s):

Motion was made to approve the purchase of the digital marquee. This motion, made by Michael Parker and seconded by Larry McIntire, Carried.

Voting Detail:

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

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

VII.C. Policy and Legal Compliance

VII.C.1. Consideration and possible action to approve changes to local policy DNB, pertaining to principal appraisals

Action(s):

Motion was made to approve the changes to local policy DNB, pertaining to principal appraisals. This motion, made by Kenneth Brock and seconded

by Lori Higgins, Carried.

Voting Detail:

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

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

VII.C.2. Discussion and possible action to approve waivers for missed instructional days

Action(s):

Motion was made to approve waivers for missed instructional days. This motion, made by Michael Parker and seconded by Royce McAdams, Carried.

Voting Detail:

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

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

VII.C.3. Discussion and possible action on Senate Bill 546 compliance regarding three-point seat belts on school buses

Action(s):

A motion was made to concur with the findings that compliance with Senate Bill 546, requiring three-point seat belts on school buses, is not financially feasible. This motion, made by Lori Higgins and seconded by Royce McAdams, Carried.

Voting Detail:

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

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

VII.D. Curriculum and Instructions

VII.D.1. Discussion and possible action to approve ASDY calendar for the 2025-26 school year

Action(s):

Motion was made to approve the ADSY calendar for the 2025-2026 school year. This motion, made by Michael Parker and seconded by Larry McIntire,

Carried.

Voting Detail:

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

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

Discussion: Please see the bottom of page two for all Additional Day School Year (ADSY) days.

VII.D.2. Discussion and possible action to approve the 2026-27 academic calendars

Action(s):

A motion was made to approve the 2026-2027 academic calendars. This motion, made by Michael Parker and seconded by Lori Higgins, Carried.

Voting Detail:

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

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

Discussion:

VII.E. Personnel

VII.E.1. Discussion and possible action to approve teacher contracts for 2026-2027

Action(s):

Motion was made to approve Elementary contracts as recommended for Skyler Albergucci 10 month term, Sherrie Beckwith 10 month term, Andrew Blount 10 month probationary, Jennifer Clyburn 10 month term, Jessica Harrison 10 month term, Janalyn Boynton 10 month term, Blake Manning 10 month dual term, Stacy Manning 10 month dual term, Lori Mcculloch 10 month term, Keeley Porter 10 month probationary, Misty Roberts 10 month term, Annette Sherman 10 month term, Esther Waggoner 10 month term, Christina West 10 month term, Margaret Wilkerson 10 month term, Heather Wooten 10 month term. High School contracts approved as recommended for Gregory Biehl 10 month term, Cathy Dyer 10 month term, Peggy Grimes 10 month term, Heather Guthrie 10 month term, Douglas Hanson 10 month term, Lisa Johnson 10 month term, Eva Mauldin 10 month term, Monique Means 10 month term, Allison Taylor 10 month

term, Kenny Burt 10 month dual probationary, Robyn Waggoner 12 month term, Lane Baker 12 month term, Brandon Masterson 10 month dual probationary, Jennifer Van Gundy 10 month dual probationary, Gary Sherman 11 month dual term, James Gaston 10 month nonchapter 21 contract. This motion, made by Michael Parker and seconded by Larry McIntire, Carried.

Voting Detail:

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

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

Motion was made to approve the recommendation to hire Meredith Little for the Dual Credit History teacher position on a 10 month probationary contract. This motion, made by Larry McIntire and seconded by Royce McAdams, Carried.

Voting Detail:

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

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

Motion was made to approve the recommendation to hire Candace Staub for a 10 month dual probationary contract. This motion, made by Michael Parker and seconded by Lori Higgins, Carried.

Voting Detail:

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

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

VII.E.2. Discussion and possible action on superintendent's contract

Action(s):

Motion was made to approve the correction on the Superintendent's contract amount. This motion, made by Michael Parker and seconded by Lori

Higgins, Carried.

Voting Detail:

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

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

VIII. **Executive Session**

Action(s):

Motion was made to enter executive session at 7:40pm. This motion, made by Larry McIntire and seconded by Michael Parker, Carried.

Voting Detail:

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

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

Discussion: The board came out of closed session at 8:50pm.

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

Discussion: Discussion was had in closed session regarding the purchase of real property pursuant to Texas Government Code Section 551.072.

IX. **Action on Executive Session Items**

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

Action(s):

Motion was made to authorize the superintendent to share the appraisal with the land owner of the appraised property. This motion, made by Larry McIntire and seconded by Michael Parker, Carried.

Voting Detail:

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

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

Motion was made to authorize superintendent to

counter offer on the purchase of real property. This motion, made by Lori Higgins and seconded by Royce McAdams, Carried.

Voting Detail:

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

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

X. **Adjourn**

Action(s):

Motion was made to adjourn at 8:53pm. This motion, made by Royce McAdams and seconded by Michael Parker, Carried.

Voting Detail:

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

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

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Board Secretary