

Agenda of Regular Meeting

Baird Independent School District

Board of Trustees

Date: Monday, August 17, 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

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4. Employee of the Month

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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

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2. Discussion and possible action to approve an order calling a General Election (Board of Trustees) for November 3, 2026, to be held by the Baird Independent School District.

B. Facilities, Capital Planning, and Operations

1. Discussion and possible action to approve the purchase of a new football scoreboard

2. Discussion and possible action to approve the bid for rock fence repair on the north-east corner of the football field.

3. Discussion and possible action to accept plumbing bids for phase 1 of bond construction

4. Discussion and possible action to approve plans from Century Construction for the construction of the new vocational agriculture barn.

C. Policy and Legal Compliance

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

D. Budget and Finance

1. Review and discussion of preliminary budget for 2027 fiscal year

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VII. 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 2026-2027

	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY
KG	14									
1ST	24									
2ND	11									
3RD	23									
4TH	28									
5TH	29									
BAIRD PK	25									
ABILENE PK	37									
ELEMENTARY TOTAL	191									
6TH	14									
7TH	24									
8TH	29									
9TH	22									
10TH	11									
11TH	24									
12TH	16									
SECONDARY TOTAL	140									
DISTRICT TOTAL	331									

Employee of the Month

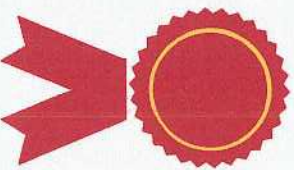
This certificate is proudly presented to

Kimber Smith

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

Amber Harris

Amber Harris
Supervisor



Tim Little

Tim Little
Superintendent

Regular Meeting

Tuesday, July 28, 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 at 6:30 pm by Kenneth Brock

II. Invocation

Discussion: Efraim gave invocation

III. Establish Quorum

Discussion: A quorum was established

IV. Public Comment

Discussion: No public comment was made

V. Reports

V.A. Superintendent Report

Speaker(s): Tim Little,
Superintendent

V.A.1. Financial Reports

Discussion: Dr. Tim Little gave financial reports

V.A.2. Investment Report

Discussion: Dr. Tim Little gave investment report

V.A.3. Employee of the Month

Discussion: Dr. Tim Little presented Deborah Day as employee of the month

V.A.4. Staff EOY Survey

Discussion: Dr. Tim Little discussed the EOY survey

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 meeting. This motion, made by Michael Parker 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

VI.A.2. Discussion and possible action to review and approve the Student Code of Conduct

Action(s):

Motion was made to approve the Student Code of Conduct. 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

VI.B. Finance and Audit

VI.B.1. Discussion and possible action to increase district contribution toward employee health insurance premiums

Action(s):

Motion was made to increase the district contribution to \$375 towards employee health insurance premiums. 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

VI.B.2. Discussion and possible action to approve dates for August Board meetings for budget approval and tax rate adoption

Action(s):

Motion was made to approve dates for August board meetings as presented. This motion, made by Michael Parker and seconded by Efraim Rodriguez, 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.3. Discussion and possible action to approve an authorized sign holder for the high school student activity account.

Action(s):

Motion was made to approve Deidra Guest as authorized sign holder for the high school student activity account and to remove Jessica Savell from the student activity account. 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

VI.C. Facilities, Capital Planning, and Operations

VI.C.1. Discussion and possible action to approve the Phase 1 bid package for bond construction projects, including science labs, band hall, culinary facility, and cafeteria, as presented by Gallagher Construction

Action(s):

Motion was made to approve phase 1 bid package for bond construction projects, including science labs, band hall, culinary facility, and cafeteria, as presented by Gallagher Construction. This motion, made by Royce McAdams and seconded by Larry McIntire, 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 to approve contract with Century Construction for construction of the new maintenance building

Action(s):

Motion was made to approve attached contract with Century Construction of the new maintenance building. This motion, made by Lori Higgins 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

VI.C.3. Discussion and possible action regarding tennis court renovations

Action(s):

Motion was made to approve the naming of Symmetry, Protech, Paragon as the three finalist for the tennis court renovations. This motion, made by Larry McIntire 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

Motion was made to enter closed session at 7:27 pm. This motion, made by Lori Higgins 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 closed session at 7:52 pm.

VI.D. Policy and Legal Compliance

VI.D.1. Discussion and possible action to adopt TASB Local Policy Update 127 [policy list attached]

Action(s):

A motion was made to adopt TASB Local Policy Update 127. This motion, made by Michael Parker 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

VI.D.2. Discussion and possible action to approve an Agreement for the Purchase of Attendance Credit (Option 3 Agreement) and to delegate contractual authority for such to the Superintendent

Action(s):

I move that, for the 2026-2027 school year, we delegate contractual authority to obligate the school district under Texas Education Code (TEC) §11.1511(c)(4) to the superintendent, solely for the purpose of obligating the district under TEC, §48.257 and TEC, Chapter 49, Subchapters A and D, and the rules adopted by the commissioner of education as authorized under TEC, 49.006. This included approval of the Agreement for the Purchase of Attendance Credit, the Agreement for the Purchase of Attendance Credit (Netting Chapter 48 Funding) or the Agreement for Purchase of Attendance Credit and Netting Chapter 48 Funding. 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.E. Personnel

VI.E.1. Discussion regarding the 2026-27 Employee Handbook

Discussion: Discussion was made regarding the employee handbook.

VI.E.2. Discussion regarding employee resignations.

Action(s):

Motion was made to accept the attached resignations. This motion, made by Michael Parker 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

VI.E.3. Discussion regarding proposed teacher onboarding and mentoring program

Discussion: Proposed teacher onboarding and mentoring program was discussed

VI.E.4. Discussion and possible action to approve mentor stipends for the 2026-27 teacher onboarding and mentoring program

Action(s):

Motion was made to approve \$1,500 stipends for teacher onboarding & mentoring program. This motion, made by Krystal Bounds and seconded by Larry McIntire, 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.E.5. Discussion and possible action to approve teacher contracts for 2026-2027

Action(s):

Motion was made to approve teacher contracts for Rebecca Bridges, Jamie Tackett, and Jessica Burt. This motion, made by Lori Higgins 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

VII. **Executive Session**

Action(s):

Motion was made to enter closed session at 8:10pm. This motion, made by Michael Parker 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.A. Discussion regarding superintendent compensation pursuant to Texas Government Code Section 551.074

Discussion: Discussion was had. No action taken

VIII. **Action on Executive Session Items**

Discussion: The board came out of closed session at 8:45 pm.

VIII.A. Discussion and possible action regarding superintendent compensation

Discussion: Discussion was had. No action taken

IX. **Adjourn**

Action(s):

Motion to adjourn. This motion, made by Royce McAdams and seconded by Larry McIntire, 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

EOY Budget Summary Report - Preliminary

FY 2026

Report Date: 08/13/2026

	199 - General Fund				240 - Food Services				599 - Debt Service			
	Budgeted	Actual	Variance		Budgeted	Actual	Variance		Budgeted	Actual	Variance	
REVENUES												
57xx - Local Revenues	\$ 4,924,468.00	\$ 5,546,548.00	\$ 622,080.00	12.63%	\$ 131,023.00	\$ 69,759.00	\$ (61,264.00)	-46.76%	\$ 2,434,212.00	\$ 2,600,281.00	\$ 166,069.00	6.82%
58xx - State Revenues	\$ 1,942,530.00	\$ 2,511,563.00	\$ 569,033.00	29.29%	\$ -	\$ -	\$ -	0.00%	\$ 60,000.00	\$ 56,588.00	\$ (3,412.00)	-5.69%
59xx - Federal Revenues	\$ 50,000.00	\$ 2,493.00	\$ (47,507.00)	-95.01%	\$ 308,500.00	\$ 264,361.00	\$ (44,139.00)	-14.31%	\$ -	\$ -	\$ -	0.00%
TOTAL	\$ 6,916,998.00	\$ 8,060,604.00	\$ 1,143,606.00	16.53%	\$ 439,523.00	\$ 334,120.00	\$ (105,403.00)	-23.98%	\$ 2,494,212.00	\$ 2,656,869.00	\$ 162,657.00	6.52%
EXPENSES												
11 Instruction	\$ 3,288,203.00	\$ 3,289,731.00	\$ 1,528.00	0.05%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
12 Instructional Resources, Media Services	\$ 10,010.00	\$ 8,536.00	\$ (1,474.00)	-14.73%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
13 Curriculum & Instructional Staff Development	\$ 11,307.00	\$ 11,312.00	\$ 5.00	0.04%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
21 Instructional Leadership	\$ 87,546.00	\$ 77,975.00	\$ (9,571.00)	-10.93%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
23 School Leadership	\$ 334,846.00	\$ 313,961.00	\$ (20,885.00)	-6.24%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
31 Guidance, Counseling & Evaluation Services	\$ 207,941.00	\$ 197,918.00	\$ (10,023.00)	-4.82%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
32 Social Work Services	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
33 Health Services	\$ 80,062.00	\$ 88,597.00	\$ 8,535.00	10.66%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
34 Student Transportation	\$ 107,425.00	\$ 215,123.00	\$ 107,698.00	100.25%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
35 Food Services	\$ -	\$ -	\$ -	0.00%	\$ 439,523.00	\$ 445,076.00	\$ 5,553.00	1.26%	\$ -	\$ -	\$ -	0.00%
36 Extracurricular Activities	\$ 386,673.00	\$ 360,117.00	\$ (26,556.00)	-6.87%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
41 General Administration	\$ 409,400.00	\$ 448,627.00	\$ 39,227.00	9.58%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
51 Facilities Maintenance & Operations	\$ 689,736.00	\$ 734,513.00	\$ 44,777.00	6.49%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
52 Security and Monitoring Services	\$ 96,140.00	\$ 79,950.00	\$ (16,190.00)	-16.84%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
53 Data Processing Services	\$ 311,125.00	\$ 329,926.00	\$ 18,801.00	6.04%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
61 Community Services	\$ 1,000.00	\$ 979.00	\$ (21.00)	-2.10%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
71 Debt Service	\$ 174,000.00	\$ 180,029.00	\$ 6,029.00	3.46%	\$ -	\$ -	\$ -	0.00%	\$ 1,552,138.00	\$ 1,547,443.00	\$ (4,695.00)	-0.30%
81 Facilities Acquisition and Construction	\$ 75,000.00	\$ 431,667.00	\$ 356,667.00	475.56%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
91 Chapter 49 Payments	\$ 179,010.00	\$ 179,917.00	\$ 907.00	0.51%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
92 Chapter 49 Incremental Costs	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
93 Payments to Fiscal Agents of Shared Service Arrangements	\$ 139,713.00	\$ 147,650.00	\$ 7,937.00	5.68%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
95 Payment to Juvenile Justice AEP	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
97 Payments to Tax Increment Funds	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
99 Other Government Charges	\$ 230,000.00	\$ 230,401.00	\$ 401.00	0.17%	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
TOTAL	\$ 6,819,137.00	\$ 7,326,929.00	\$ 507,792.00	7.45%	\$ 439,523.00	\$ 445,076.00	\$ 5,553.00	1.26%	\$ 1,552,138.00	\$ 1,547,443.00	\$ (4,695.00)	-0.30%
NET POSITION	\$ 97,861.00	\$ 733,675.00			\$ -	\$ (110,956.00)			\$ 942,074.00	\$ 1,109,426.00		

ADJUSTMENTS

Unbudgeted, Board Approved Expenses

Football Field Turf, Final Payment	\$ 277,747.00
Football Field Scoreboard, Initial Payment	\$ 68,812.00

TIA Budgeting Discrepancy

Increased TIA Payments over Budget	\$ 56,094.00
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\$ 6,819,137.00 \$ 6,924,276.00 \$ 105,139.00 1.54%

61xx - Payroll	\$ 4,688,853.00	69.82%
62xx - Professional and Contracted Services	\$ 1,119,750.00	16.67%
63xx - Supplies and Materials	\$ 431,538.00	6.43%
64xx - Other Operating Costs	\$ 475,092.00	7.07%
65xx - Debt Service	\$ 180,029.00	
66xx - Capital Expenditures	\$ 431,667.00	

Baird Independent School District
Proposed Budget Summary
2026 - 2027

	General Fund (199)	Student Nutrition Fund (240)	Debt Service Fund (599)
Revenues			
Local	\$ 4,901,088.00	\$ 146,345.00	\$ 3,420,225.29
State	\$ 1,996,090.00	\$ -	\$ 78,979.00
Federal	\$ -	\$ 298,465.00	\$ -
Total	\$ 6,897,178.00	\$ 444,810.00	\$ 3,499,204.29
Expenditures			
11 Instruction	\$ 3,319,866.00	\$ -	\$ -
12 Instructional Resources, Media Services	\$ 10,514.00	\$ -	\$ -
13 Curriculum & Instructional Staff Development	\$ 66,055.00	\$ -	\$ -
21 Instructional Leadership	\$ 109,444.00	\$ -	\$ -
23 School Leadership	\$ 359,432.00	\$ -	\$ -
31 Guidance, Counseling & Evaluation Services	\$ 177,666.00	\$ -	\$ -
32 Social Work Services	\$ -	\$ -	\$ -
33 Health Services	\$ 79,758.00	\$ -	\$ -
34 Student Transportation	\$ 235,935.00	\$ -	\$ -
35 Food Services	\$ -	\$ 488,836.00	\$ -
36 Extracurricular Activities	\$ 321,263.00	\$ -	\$ -
41 General Administration	\$ 433,377.00	\$ -	\$ -
51 Facilities Maintenance & Operations	\$ 702,281.00	\$ -	\$ -
52 Security and Monitoring Services	\$ 77,200.00	\$ -	\$ -
53 Data Processing Services	\$ 334,403.00	\$ -	\$ -
61 Community Services	\$ 1,000.00		
71 Debt Service	\$ 152,262.00	\$ -	\$ 3,596,405.73
81 Facilities Acquisition and Construction	\$ 25,000.00	\$ -	\$ -
91 Chapter 49 Payments	\$ 155,427.00	\$ -	\$ -
92 Chapter 49 Incremental Costs	\$ -		
93 Payments to Fiscal Agents of Shared Service Arrangements	\$ 150,000.00	\$ -	\$ -
95 Payment to Juvenile Justice AEP	\$ -		
97 Payments to Tax Increment Funds	\$ -		
99 Other Government Charges	\$ 250,000.00	\$ -	\$ -
Total	\$ 6,960,883.00	\$ 488,836.00	\$ 3,596,405.73
Excess Revenues Over/(Under) Expenditures	\$ (63,705.00)	\$ (44,026.00)	\$ (97,201.44)

2026-08-13