

Regular Meeting

Wednesday, December 10, 2025 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

II. Invocation

III. Establish Quorum

IV. Public Comment

V. Reports

V.A. Campus Reports

V.A.1. Elementary **Speaker (s):** Michael Waggoner, Principal

V.A.2. High School **Speaker (s):** James Stevens, Principal

V.A.3. Athletic Report **Speaker (s):** Jeremy Kirk, Athletic Director

V.B. Superintendent Report **Speaker (s):** Tim Little, Superintendent

V.B.1. Financial Reports

V.B.2. Investment Report

V.B.3. Enrollment Report

V.B.4. Employee of the Month

V.B.5. Construction Report

VI. Discussion or Action Items

VI.A. Procedural

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 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.B. Financial & Compliance

VI.B.1. Presentation, discussion, and possible action to accept the annual financial audit report for the fiscal year ending August 31, 2025

Action(s):

Motion was made to approve the presentation and discussion as presented by Gerald Rodgers to accept the annual financial audit report for the fiscal year ending August 31, 2025. 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.B.2. Discussion and possible action to review the district FIRST report

Action(s):

Motion was made to approve the district FIRST report. 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.B.3. Discussion and possible action to review options for returning to TRS-ActiveCare as the district's health insurance provider

Action(s):

Motion was made to leave the district's health insurance provider as is for the 2026-2027 school

year. 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.C. Policy & Governance

VI.C.1. Discussion of TASB Policy Update 126, LEGAL policies and LOCAL policies as attached (Second Reading, action required)

Action(s):

Motion was made to accept and adopt the TASB Policy Update 126, Legal, as presented. 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.2. Discussion and possible action to cast Baird ISD's allocated votes for the Callahan County Appraisal District Board of Directors

Action(s):

Motion was made to cast Baird ISD's allocated votes for the Callahan County Appraisal District Board of Directors. 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: Abstain (With Conflict)
Larry McIntire: Yea
Michael Parker: Yea
Efraim Rodriguez: Yea

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

VI.D. Personnel & Evaluation

VI.D.1. Discussion and possible action to approve the superintendent evaluation instrument for the 2025-2026 school year.

Action(s) :

Motion was made to approve the Superintendent's evaluation instrument for the 2025-2026 school year. 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.D.2. Presentation and discussion of a draft superintendent evaluation instrument for potential use in the 2026-2027 school year.

VII. Adjourn

Action(s) :

Motion was made to adjourn at 8:08pm. 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