

Baird Independent School District

600 West 7th Street, Baird, TX 79504

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September 1, 2026

To: All Employees, Contractors, Vendors, and Service Providers
From: Tim Little, Ed.D., Superintendent
Re: Employee Conduct, Instructional Requirements, and Prohibited DEI Duties

Dear BISD Staff, Contractors, Vendors, and Service Providers:

Baird ISD is committed to maintaining a professional, student-centered environment and to complying with all applicable provisions of the Texas Education Code, Board policy, and other legal requirements governing employee conduct, instructional practices, and prohibited diversity, equity, and inclusion (DEI) duties.

Attached to this correspondence is an Administrative Procedure regarding Employee Conduct, Instructional Requirements, and Prohibited DEI Duties. The purpose of this Administrative Procedure is to supplement existing Board policy and establish the notification and enforcement procedures required by Texas Education Code §§ 11.005(c) and 28.0022(h).

This Administrative Procedure applies to district employees and, as applicable, contractors, vendors, service providers, and other individuals performing services or duties on behalf of Baird ISD. All individuals associated with the district are expected to familiarize themselves with the requirements applicable to their role and to conduct themselves accordingly.

The district takes its legal and ethical responsibilities seriously. Compliance with applicable law and Board policy is essential to protecting our students, supporting our employees, and maintaining the trust of our families and community. Questions regarding the Administrative Procedure or its application should be directed to the appropriate district administrator.

Please review the attached Administrative Procedure carefully and ensure that your actions and responsibilities are consistent with its requirements.

Thank you for your cooperation and continued commitment to serving the students of Baird ISD.

Sincerely,

Tim Little, Ed.D.
Superintendent Baird ISD