

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

Board Secretary