

Agenda of Regular Meeting Baird Independent School District Board of Trustees

Date: Monday, January 22, 2024
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	3	
2. High School	Derek Schlieve, Principal	4	
B. Superintendent Report		Tim Little, Superintendent	
1. Financial Reports		5	
2. Investment Report		14	
3. Enrollment Report		15	
4. Construction Report		16	
5. Report on Principal Search			
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. Discussion and possible action to approve minutes of prior meetings	24
B. Discussion and possible action to approve teacher contract	29
C. Discussion and possible action on resolution regarding Senate Bill 763	31
VII. Executive Session	
A. Deliberation regarding Superintendent's evaluation, contract and compensation	33
VIII. Action on Executive Session Items	
A. Consideration and possible action on Superintendent's evaluation	
B. Consideration and possible action on Superintendent's contract	
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.



Principal's Report
Baird Elementary ~ Pre-K through 5th Grade
January 22, 2024

News About School

- February 6-7 – STAAR ELA Field Tests
- February 8 – Title I Literacy Night
- February 16 – Professional Learning
- February 19 – School Holiday
- February 20 – 5th Six Weeks Begins
- March 5 – Title I STAAR Information Night
- March 11-15 – Spring Break Holiday

Curriculum

- Second round of CBAs completed

Staffing

- Interview for position at Day Nursery of Abilene
- Observations to be completed by end of February

Baird ISD School Board Report

Board Meeting Date:

January School Board Meeting

Given by:

Athletic Director - Derek Schlieve

Important Dates:

December 8th – We hosted Ranger in HS GBB / BBB, we swept Ranger, it was a good night for the Bears

December 11th – We travelled to Moran for JH district basketball, we won both games, another good night

December 12th – We travelled to Knox City for HS GBB / BBB, we lost all four games, they are very athletic

December 14th – Dec. 16th – Went to the Cherokee Tournament – HS BBB got 2nd (3-1) / HS GBB got 3rd (3-1)

December 19th – We travelled to Garner – the JV BBB and HS GBB lost the HS BBB won a very close game

December 22nd – We travelled to Lohn – the HS GBB team won the HS BBB won – heading into break on +

December 23rd – December 27th – Mandatory UIL down period (5 days) – no contacting athletes during this time

January 5th – We had the first district basketball game of the year – travelled to Eula (GBB only)

January 5th – We had the first BBB basketball game of the new year – travelled to Cherokee (BBB only)

January 8th – We hosted Eula for JH GBB / JHH BBB – we had a rough night of baseball and lost all games

January 9th – We had the HS GBB go to May and the JV GBB go to Gorman – BBB had the night off – lost both

January 12th – We had the first district double header as we hosted Cross Plains – we got swept – VERY LOUD

Enrollment:

We are having a challenging time getting our kids to school – this is becoming a bigger problem than we need

Attendance:

HS GBB has 18 players out for team / HS BBB has 20 players out for team

JH BBB has 20 players out for team / JH GBB has 10 players out for the team

Student Accomplishments:

We played 4 basketball games (in high school) multiple weeks this year, up from when we would only play two

Other Celebrations:

We randomly drug tested 22 student-athletes – all of them passed the drug test – first time in our 40 months here

We have went to practicing during the period for GBB – we have 18 girls out for the team, very good numbers

Needs:

We need a plan for the the recycled rock from the old weight room – dugouts would be a great way to showcase

Other Items:

We have our new run through for athletics – large bear head – very nice and very big – nice addition for team

Attached Documents:

Year to date football stats – offense and defense – challenging when we haven't had same line-up twice in a row

Award winners that were recognized at the football awards program in the high school auditorium

Thank You:

School District for the trust to work with young coaches – you can see a major difference in Coach Espinoza

0001 - FIRST NAT'L BANK BAIRD-OPER AC

Cash Ending Balance:	501,542.09
Add Investment:	
CD -	.00
Total:	501,542.09

0002 - FIRST NAT'L BANK WORKER COMP

Cash Ending Balance:	11.00
Add Investment:	
Total:	11.00

0003 - FIRST NAT'L BANK SHRADER SCHOL

Cash Ending Balance:	2,500.00
Add Investment:	
Total:	2,500.00

0005 - FIRST NAT'L BANK- I&S FUND

Cash Ending Balance:	870,746.12
Add Investment:	
Total:	870,746.12

0006 - FIRST NAT'L BANK-MMGOLD PLUS

Cash Ending Balance:	1,041,720.09
Add Investment:	
Total:	1,041,720.09

0008 - FBT Student Activity

Cash Ending Balance:	24,319.59
Add Investment:	
Total:	24,319.59

0009 - SERIES 2022 BOND

Cash Ending Balance:	9,370,040.41
Add Investment:	
Total:	9,370,040.41

TOTALS

Cash Ending Balance	11,810,879.30
Add Investment Balance	.00
Totals	11,810,879.30

End of Report

Comparison of Revenue to Budget

As of January

	Estimated Revenue	Current Realized Revenue	Realized Revenue To Date	Revenue Balance	Percent Realized
General Operating Funds					
199 / 4 - GENERAL FUND 5000	5,230,191.00	-728,470.72	-1,553,349.26	3,676,841.74	29.70%
199 / 4 - GENERAL FUND 7000	50,000.00	.00	.00	50,000.00	.00%
Totals 5000	5,230,191.00	-728,470.72	-1,553,349.26	3,676,841.74	29.70%
Totals 7000 OBJECT GROUP DESCRIPTION	50,000.00	.00	.00	50,000.00	.00%
Totals General Operating Funds	5,280,191.00	-728,470.72	-1,553,349.26	3,726,841.74	29.42%
Special Revenue Funds					
206 / 4 - MCKINNEY VENTO 5000	.00	.00	-117.61	-117.61	.00%
211 / 4 - ESEA TITLE I PART A 5000	92,417.00	.00	-29,821.43	62,595.57	32.27%
240 / 4 - NATIONAL SCHOOL BREAK & LUNCH 5000	349,523.00	-21,372.75	-97,905.38	251,617.62	28.01%
240 / 4 - NATIONAL SCHOOL BREAK & LUNCH 7000	90,000.00	.00	.00	90,000.00	.00%
255 / 4 - TITLE II, PART A CLASS SIZE RE 5000	13,642.00	.00	-1,194.88	12,447.12	8.76%
270 / 4 - REAP GRANT 5000	33,605.00	.00	-6,141.70	27,463.30	18.28%
282 / 4 - ESSER III 5000	346,518.98	.00	-71,858.01	274,660.97	20.74%
289 / 4 - TITLE IV SSAEP 5000	10,000.00	.00	-716.40	9,283.60	7.16%
410 / 4 - IMA 5000	.00	.00	-24,770.46	-24,770.46	.00%
429 / 4 - TCLAS 5000	-3,809.00	.00	-57,649.69	-61,458.69	1513.51%
461 / 4 - DISTRICT ACTIVITY FUNDS 5000	.00	-1,482.98	-42,188.47	-42,188.47	.00%
Totals 5000 R E C E I P T S	841,896.98	-22,855.73	-332,364.03	509,532.95	39.48%
Totals 7000 OBJECT GROUP DESCRIPTION	90,000.00	.00	.00	90,000.00	.00%
Totals Special Revenue Funds	931,896.98	-22,855.73	-332,364.03	599,532.95	35.67%
Interest & Sinking Funds					
599 / 4 - INTEREST & SINKING FUND 5000	1,662,699.00	-112,344.15	-242,138.86	1,420,560.14	14.56%
Totals 5000 R E C E I P T S	1,662,699.00	-112,344.15	-242,138.86	1,420,560.14	14.56%
Totals 7000 OBJECT GROUP DESCRIPTION	.00	.00	.00	.00	.00%
Totals Interest & Sinking Funds	1,662,699.00	-112,344.15	-242,138.86	1,420,560.14	14.56%
Construction Funds					
698 / 4 - SERIES 2022 BOND 5000	12,925,000.00	.00	-177,297.99	12,747,702.01	1.37%
699 / 4 - BOND 7000	12,070,000.00	.00	.00	12,070,000.00	.00%
Totals 5000	12,925,000.00	.00	-177,297.99	12,747,702.01	1.37%
Totals 7000 OBJECT GROUP DESCRIPTION	12,070,000.00	.00	.00	12,070,000.00	.00%
Totals Construction Funds	24,995,000.00	.00	-177,297.99	24,817,702.01	.71%
Proprietary Funds					
753 / 4 - INSURANCE 5000	.00	-11.00	-71.00	-71.00	.00%
Totals 5000 R E C E I P T S	.00	-11.00	-71.00	-71.00	.00%
Totals 7000 OBJECT GROUP DESCRIPTION	.00	.00	.00	.00	.00%
Totals Proprietary Funds	.00	-11.00	-71.00	-71.00	.00%

Comparison of Revenue to Budget
 As of January

	Estimated Revenue	Current Realized Revenue	Realized Revenue To Date	Revenue Balance	Percent Realized
Expendable Trust Funds					
865 / 4 - STUDENT ACTIVITY FUNDS 5000	.00	-66.00	-6,725.82	-6,725.82	.00%
Totals 5000 R E C E I P T S	.00	-66.00	-6,725.82	-6,725.82	.00%
Totals 7000 OBJECT GROUP DESCRIPTION	.00	.00	.00	.00	.00%
Totals Expendable Trust Funds	.00	-66.00	-6,725.82	-6,725.82	.00%
Total Revenues 5000	20,659,786.98	-863,747.60	-2,311,946.96	18,347,840.02	11.19%
Total Revenues 7000	12,210,000.00	.00	.00	12,210,000.00	.00%
Total Revenues	32,869,786.98	-863,747.60	-2,311,946.96	30,557,840.02	7.03%

Comparison of Expenditures and Encumbrances to Budget
 As of January

	Appropriation	Encumbrance	Current Expenditure	Expenditure	Balance	Percent Expended
General Operating Funds						
199 / 4 - GENERAL FUND 6000	-5,098,902.00	28,654.31	353,499.01	2,486,973.19	-2,583,274.50	48.77%
Totals 6000 EXPENDITURES	-5,098,902.00	28,654.31	353,499.01	2,486,973.19	-2,583,274.50	48.77%
Totals 8000 OBJECT GROUP DESCRIPTION	-90,000.00	.00	.00	.00	-90,000.00	-0.00%
Totals General Operating Funds	-5,188,902.00	28,654.31	353,499.01	2,486,973.19	-2,673,274.50	47.93%
Special Revenue Funds						
206 / 4 - MCKINNEY VENTO 6000	.00	.00	.00	117.61	117.61	.00%
211 / 4 - ESEA TITLE I PART A 6000	-96,624.00	.00	10,061.11	46,077.42	-50,546.58	47.69%
240 / 4 - NATIONAL SCHOOL BREAK & LUNCH 6000	-449,523.00	.00	25,464.92	172,191.09	-277,331.91	38.31%
255 / 4 - TITLE II, PART A CLASS SIZE RE 6000	-14,177.00	.00	723.09	3,605.34	-10,571.66	25.43%
270 / 4 - REAP GRANT 6000	-37,123.00	43.18	2,528.91	12,192.62	-24,887.20	32.84%
282 / 4 - ESSER III 6000	-304,385.00	.00	88,710.78	127,419.74	-176,965.26	41.86%
289 / 4 - TITLE IV SSAEP 6000	-10,000.00	314.00	1,768.96	7,729.36	-1,956.64	77.29%
410 / 4 - IMA 6000	.00	.00	.00	24,770.46	24,770.46	.00%
429 / 4 - TCLAS 6000	-48,414.00	.00	1,227.21	74,952.57	26,538.57	154.82%
461 / 4 - DISTRICT ACTIVITY FUNDS 6000	.00	1,343.31	10,280.65	26,268.63	27,611.94	.00%
Totals 6000 EXPENDITURES	-960,246.00	1,700.49	140,765.63	495,324.84	-463,220.67	51.58%
Totals 8000 OBJECT GROUP DESCRIPTION	-42,133.98	.00	.00	.00	-42,133.98	-0.00%
Totals Special Revenue Funds	-1,002,379.98	1,700.49	140,765.63	495,324.84	-505,354.65	49.41%
Interest & Sinking Funds						
599 / 4 - INTEREST & SINKING FUND 6000	-1,649,199.00	.00	.00	.00	-1,649,199.00	-0.00%
Totals 6000 EXPENDITURES	-1,649,199.00	.00	.00	.00	-1,649,199.00	-0.00%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Interest & Sinking Funds	-1,649,199.00	.00	.00	.00	-1,649,199.00	-0.00%
Construction Funds						
698 / 4 - SERIES 2022 BOND 6000	-12,925,000.00	.00	469,521.04	4,395,383.44	-8,529,616.56	34.01%
699 / 4 - BOND 6000	-7,415,164.00	.00	.00	39,924.39	-7,375,239.61	.54%
Totals 6000 EXPENDITURES	-20,340,164.00	.00	469,521.04	4,435,307.83	-15,904,856.17	21.81%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Construction Funds	-20,340,164.00	.00	469,521.04	4,435,307.83	-15,904,856.17	21.81%
Proprietary Funds						
753 / 4 - INSURANCE 6000	.00	.00	.00	60.00	60.00	.00%
Totals 6000 EXPENDITURES	.00	.00	.00	60.00	60.00	.00%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Proprietary Funds	.00	.00	.00	60.00	60.00	.00%

Comparison of Expenditures and Encumbrances to Budget
 As of January

	<u>Appropriation</u>	<u>Encumbrance</u>	<u>Current Expenditure</u>	<u>Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
Special Revenue Funds						
810 / 4 - SCHOLARSHIP FUND 6000	-500.00	.00	.00	.00	-500.00	-0.00%
Totals 6000 EXPENDITURES	-500.00	.00	.00	.00	-500.00	-0.00%
Totals 8000	.00	.00	.00	.00	.00	0.00%
Totals Special Revenue Funds	-500.00	.00	.00	.00	-500.00	-0.00%
Expendable Trust Funds						
865 / 4 - STUDENT ACTIVITY FUNDS 6000	.00	.00	.00	3,767.43	3,767.43	0.00%
Totals 6000 EXPENDITURES	.00	.00	.00	3,767.43	3,767.43	0.00%
Totals 8000	.00	.00	.00	.00	.00	0.00%
Totals Expendable Trust Funds	.00	.00	.00	3,767.43	3,767.43	0.00%
Total Expenditures 6000	-28,049,011.00	30,354.80	963,785.68	7,421,433.29	-20,597,222.91	26.46%
Total Expenditures 8000	-132,133.98	.00	.00	.00	-132,133.98	-0.00%
Total Expenditures	-28,181,144.98	30,354.80	963,785.68	7,421,433.29	-20,729,356.89	26.33%

For the Month of January

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
001197	01-13-2024	STEVEN SHAFFER	015810	2238-13	698-81-6629.00-999-499000	AG AND GYM PROJECT	5,866.47	N
001198	01-13-2024	CANOS LANDSCAPING A	015811		698-81-6629.00-999-499000	LANDSCAPING/SPRINKLER SYST	17,326.19	N
001199	01-13-2024	ALPHA TESTING, INC.	015822		698-81-6629.00-999-499000	GYM AND AG FACILITIES	6,268.25	N
001200	01-13-2024	BATJER AND ASSOCIAT	015818		698-81-6629.00-999-499000	GYM AND AG FACILITIES	78,955.45	N
001201	01-13-2024	BRET WESTBROOK	015815		698-81-6629.00-999-499000	GYM AND AG FACILITIES	24,761.75	N
001202	01-13-2024	COMMERCIAL HARDWA	015814		698-81-6629.00-999-499000	GYM AND AG FACILITIES	50,455.45	N
001203	01-13-2024	GAY AND SON MASONR	015813		698-81-6629.00-999-499000	GYM AND AG FACILITIES	58,949.40	N
001204	01-13-2024	J AND H PAINTING LLC	015817		698-81-6629.00-999-499000	GYM AND AG FACILITIES	11,400.00	N
001205	01-13-2024	J&K MOORE ENTERPRIS	015820		698-81-6629.00-999-499000	GYM AND AG FACILITIES	152,445.55	N
001206	01-13-2024	JONES AND ROBINSON	015819		698-81-6629.00-999-499000	GYM AND AG FACILITIES	37,753.95	N
001207	01-13-2024	RHS CONSTRUCTION S	015816		698-81-6629.00-999-499000	AG AND GYM FACILITIES	15,722.50	N
001208	01-13-2024	CAN-DOO BUDGET REN	015806		698-81-6629.00-999-499000	GYM AND AG FACILITIES	2,006.20	N
001209	01-13-2024	MERIT PROFESSIONAL	015808		698-81-6629.00-999-499000	GYM ANAND AG FACILITIES	2,600.00	N
001210	01-13-2024	REPUBLIC SERVICES #0	015807		698-81-6629.00-999-499000	GYM AND AG FACILITIES	1,627.83	N
001211	01-13-2024	SETH GOLDSMITH ENTE	015809		698-81-6629.00-999-499000	GYM AND AG FACILITIES	3,382.05	N
011001	01-10-2024	SFE HOLDINGS LLC	015968	23121198	240-35-6299.00-999-499000	DEC CONTRACTED SERVICE	22,610.65	N
011301	01-13-2024	GALLAGHER CONSTRU	015821		698-81-6629.00-999-499000	GYM AND AG FACILITIES	51,233.00	N
	01-18-2024	GALLAGHER CONSTRU	015821		698-81-6629.00-999-499000	NOT ACH	-51,233.00	N
Totals for Check 011301							.00	
011302	01-13-2024	BONTKE BROTHERS CO	015812		698-81-6629.00-999-499000	GYM AND AG FACILITIES	804,111.35	N
	01-18-2024	BONTKE BROTHERS CO	015812		698-81-6629.00-999-499000	NOT ACH	-804,111.35	N
Totals for Check 011302							.00	
011601	01-16-2024	STAMPS.COM	015970		199-41-6399.00-701-499000	STAMPS	269.99	N
046456	01-05-2024	PINE STREET SALVAGE	015783	ADI-13946	199-51-6249.00-999-499000	METAL TRASH CONTAINER	150.00	N
046457	01-05-2024	ACCURATE AIR SOLUTI	015766	16683	199-51-6249.00-999-499000	CONTRACTED SERVICES	255.00	N
046458	01-05-2024	ALL COPY	015794	AR27003	199-71-6512.00-999-499000	COPIER LEASE	584.12	N
046459	01-05-2024	AT&T MOBILITY	015769	0301587253001	199-51-6257.00-999-499000	TELEPHONE BILL	35.76	N
046460	01-05-2024	ATMOS ENERGY	015768	3043353672	199-51-6256.00-999-499000	NATURAL GAS BILL	2,651.94	N
046461	01-05-2024	AXIS FIRE EXTINGUISHE	015770	11397	199-51-6249.00-999-499000	CONTRACTED SERVICES	316.00	N
046462	01-05-2024	BIG COUNTRY HARDWA	015778	202067	199-51-6319.00-999-499000	SUPPLIES	44.56	N
046463	01-05-2024	BRAUMS ICE CREAM AN	015771	161	199-36-6412.20-001-491000	MEALS FOR ATHLETES	316.40	N
046464	01-05-2024	C BROWN PLUMBING LL	015774	22418	199-51-6249.00-999-499000	CONTRACTED SERVICES	4,184.87	N
046465	01-05-2024	CALLAHAN COUNTY FA	015775	BAIRD	199-34-6311.00-999-499000	FUEL	2,353.19	N
046466	01-05-2024	CHEROKEE I.S.D.	015765	BAIRD ISD	199-36-6399.00-001-491000	BB ENTRY FEES & SUPPLIES	300.00	N
			015765	BAIRD ISD	199-36-6399.21-001-491000	BB ENTRY FEES & SUPPLIES	300.00	N
			015784	BAIRD ISD	199-36-6412.20-001-491000	MEALS FOR ATHLETES	1,280.00	N

For the Month of January

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT	
			015765	BAIRD ISD	199-36-6499.21-001-491000	BB ENTRY FEES & SUPPLIES	300.00	N	
			015765	BAIRD ISD	199-36-6499.22-001-491000	BB ENTRY FEES & SUPPLIES	300.00	N	
			Totals for Check 046466					2,480.00	
046467	01-05-2024	CISCO COLLEGE	015772	CC.BISD.232M	199-11-6222.41-001-411000	DUAL CREDIT MINI-MESTER 2023	1,470.00	N	
046468	01-05-2024	CITY OF BAIRD	015773	33375	199-51-6258.00-999-499000	WATER & GARBAGE BILL	1,410.52	N	
046469	01-05-2024	CRAWDAD'S BODY SHO	015782		199-34-6219.00-999-499000	REPAIRS ON CHEVY SUBURBAN	4,316.13	N	
046470	01-05-2024	EMPIRE PAPER	015777	C102266	199-51-6319.00-999-499000	SUPPLIES	563.06	N	
046471	01-05-2024	FILLIN STATION CAFE	015791	2984-34	199-36-6412.20-001-491000	VARSITY CHEER MEALS	94.68	N	
046472	01-05-2024	GREATAMERICA	015779	35559992	199-71-6512.00-999-499000	AGREEMENT VARIOUS COPIERS	1,155.88	N	
046473	01-05-2024	J W PEPPER & SON,	015592	365859757	199-11-6399.34-001-411000	Music - Ensemble / Individual	275.15	N	
046474	01-05-2024	KNOX CITY-O'BRIEN CIS	015763		199-36-6412.20-001-491000	Athlete Meals	320.00	N	
046475	01-05-2024	LAMAR COMPANIES	015781	115482566	199-41-6249.00-702-499000	ADVERTISEMENT	1,025.00	N	
046476	01-05-2024	LEE'S TV HARDWARE, IN	015796		199-51-6319.00-999-499000	SUPPLIES	203.78	N	
046477	01-05-2024	LONE STAR LEARNING	015602	61765	199-11-6399.02-101-411000	PO Created by Req: 015706	259.00	N	
046478	01-05-2024	ALLEN ANTI DRUG CON	015792	M2024474,	199-36-6299.00-001-499000	DRUG SCREEN	813.00	N	
046479	01-05-2024	MINITUBISHI HC CAPITAL	015785	1363273	199-51-6257.00-999-499000	TELEPHONE	1,036.75	N	
046480	01-05-2024	MORAN ISD	015767		199-36-6412.20-001-491000	Athlete Meals	176.00	N	
046481	01-05-2024	PROGRESSIVE PIZZA	015798	43	199-36-6412.20-001-491000	MEALS FOR ATHLETES	183.84	N	
046482	01-05-2024	RANKIN AUTO PARTS	015786	315472	199-34-6249.00-999-499000	RTV ANTIFREEZE	59.94	N	
046483	01-05-2024	SHI GOVERNMENT SOL	015538	GB00511010	199-53-6399.12-999-499000	TECHNOLOGY EXPENDITURES	1,134.00	N	
			015538	GB00511010	461-36-6399.61-999-499000	TECHNOLOGY EXPENDITURES	853.70	N	
			Totals for Check 046483					1,987.70	
046484	01-05-2024	SPECTRUM CORPORATI	015789	IN827156	199-51-6257.00-999-499000	TELEPHONE	32.76	N	
046485	01-05-2024	TAYLOR CALLAHAN EDU	015795	1ST QUARTER	199-93-6492.00-999-411000	2022-2023 SECTION 504 SERVICE	7,000.00	N	
			015795	1ST QUARTER	199-93-6492.00-999-423000	2022-2023 SPECIAL EDUC. SVCS.	28,437.50	N	
			Totals for Check 046485					35,437.50	
046486	01-05-2024	CRIME RECORDS SERVI	015787	CRS2023112749	199-41-6249.00-701-499000	CRIME RECORDS DIVISION	4.00	N	
046487	01-05-2024	THORNTONS TREE SER	015788	25276	199-51-6249.00-999-499000	CONTRACTED MAINTENANCE SV	2,600.00	N	
046488	01-05-2024	U. S. FOODS	015790	5930633	240-35-6344.00-999-499000	BAIRD ISD COMMODITY	110.52	N	
046489	01-05-2024	UNIFIRST	015797	2890051327	199-51-6299.01-999-499000	WALK OFF MATS	221.15	N	
046490	01-05-2024	CAPITAL ONE	015776	637440	461-36-6399.30-999-499001	HS CONCESSION	603.25	N	
046491	01-05-2024	WINDSTREAM	015780	126970175	199-51-6257.00-999-499000	TELEPHONE BILL	215.56	N	
046492	01-12-2024	AIRGAS USA, LLC	015826	5504951770	199-11-6399.00-001-422000	CYL RENTAL & LEASE RENEWAL	277.51	N	
046493	01-12-2024	BAIRD ISD WORKER' CO	015827		199-51-6143.00-999-499000	TASB WORKER COMPENSATION	11.00	N	

For the Month of January

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
046494	01-12-2024	DIRECT ENERGY BUSIN	015831		199-51-6255.00-999-499000	ELECTRIC SERVICE	4,610.70	N
046495	01-12-2024	DUBLIN HIGH SCHOOL	015829		199-36-6399.33-001-499000	ONE ACT PLAY CLINIC	250.00	N
046496	01-12-2024	HAROLD MAX VERNON J	015805		199-36-6219.00-001-491000	Officials	155.00	N
046497	01-12-2024	INGRAM CLEANERS #1	015823		199-36-6499.34-001-499000	Band Uniform Dry Cleaning	581.47	N
046498	01-12-2024	LOWE'S BUSINESS ACC	015824	1696462	199-51-6319.00-999-499000	MAINTENANCE SUPPLIES	3,005.65	N
046499	01-12-2024	N-TUNE MUSIC AND SO	015800		289-11-6399.34-001-400000	Supplies / Repair	1,768.96	N
046500	01-12-2024	SAM'S CLUB	015715	5413	199-11-6399.04-001-422000	Employee Christmas Lunch	165.95	N
			015830	5413	461-36-6399.34-999-499000	BAND EXPENDITURES	231.39	N
Totals for Check 046500							397.34	
046501	01-12-2024	SAMUEL WICKERSHAM	015804		199-36-6219.00-001-491000	Officials	155.00	N
046502	01-12-2024	SURE SHOT	015825	96025	199-51-6249.00-999-499000	MONTHLY PEST CONTROL	107.00	N
046503	01-12-2024	UIL	015828		199-36-6499.00-999-499000	MEMBERSHIP DUES	2,500.00	N
046504	01-12-2024	WHATABURGER	015801	1362650	199-36-6412.20-001-491000	Athlete Meals	147.00	N
046505	01-19-2024	ABILENE ISD	015856		199-11-6219.00-001-423000	REGIONAL DAY SCHOOL FOR BLI	5,000.00	N
046506	01-19-2024	AT&T MOBILITY	015839	0301587253001	199-51-6257.00-999-499000	TELEPHONE BILL	35.89	N
046507	01-19-2024	BAIRD HS ACTIVITY FUN	015855		461-36-6399.30-999-499001	CONCESSION REVENUE	3,429.23	N
046508	01-19-2024	BAIRD ISD OPERATING	015854		461-36-6399.30-999-499001	CONCESSION REVENUE	4,187.32	N
046509	01-19-2024	BROWNWOOD HIGH SC	015848		199-36-6399.33-001-499000	ONE ACT PLAY CLINIC	425.00	N
046510	01-19-2024	DIRECT ENERGY BUSIN	015849	1024225	199-51-6255.00-999-499000	ELECTRIC SERVICE	832.89	N
046511	01-19-2024	ESC REGION 14	015832		199-11-6239.00-999-411000	CONTRACTED SERVICES	890.87	N
			015832		199-11-6239.00-999-421000	CONTRACTED SERVICES	275.88	N
			015832		199-11-6239.01-999-411000	CONTRACTED SERVICES	388.13	N
			015832		199-12-6239.00-999-411000	CONTRACTED SERVICES	80.73	N
			015832		199-13-6239.00-999-499000	CONTRACTED SERVICES	115.00	N
			015832		199-13-6239.01-999-411000	CONTRACTED SERVICES	437.50	N
			015832		199-23-6239.00-999-499000	CONTRACTED SERVICES	93.75	N
			015832		199-31-6239.00-999-499000	CONTRACTED SERVICES	43.75	N
			015832		199-31-6239.01-999-499000	CONTRACTED SERVICES	175.00	N
			015832		199-33-6239.00-999-499000	CONTRACTED SERVICES	375.00	N
			015832		199-41-6239.00-701-499000	CONTRACTED SERVICES	62.50	N
			015832		199-41-6239.01-701-499000	CONTRACTED SERVICES	161.88	N
			015832		199-41-6239.02-999-499000	CONTRACTED SERVICES	99.38	N
			015832		199-53-6239.00-701-499000	CONTRACTED SERVICES	1,523.00	N
			015832		199-53-6239.00-999-499000	CONTRACTED SERVICES	1,750.00	N
			015832		199-53-6239.01-999-499000	CONTRACTED SERVICES	276.25	N
			015832		199-53-6239.02-999-424000	CONTRACTED SERVICES	2,887.50	N
			015832		199-53-6239.02-999-499000	CONTRACTED SERVICES	3,034.50	N
			015832		211-11-6239.00-101-430000	CONTRACTED SERVICES	625.00	N
			015969	035606	282-11-6239.00-999-499000	ESC ESSER III	529.24	N
Totals for Check 046511							13,824.86	

For the Month of January

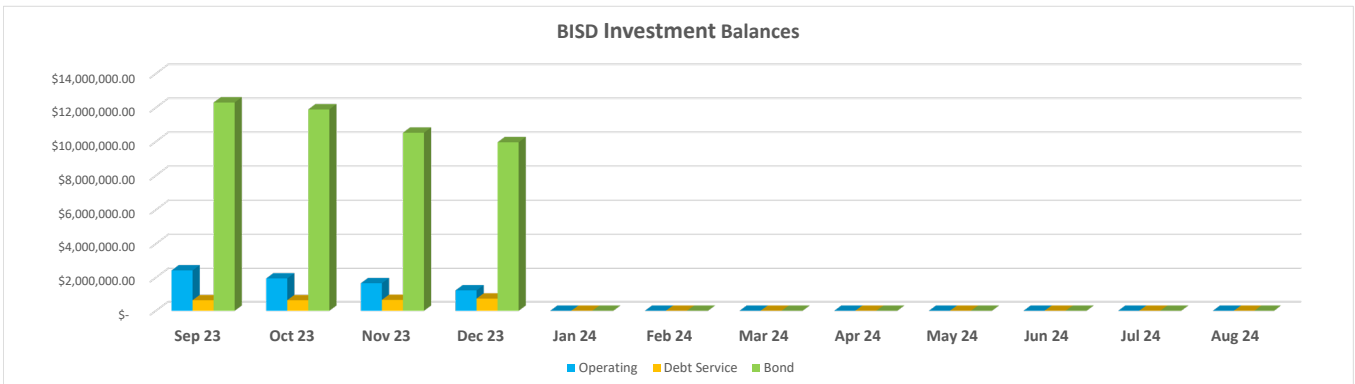
Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
046512	01-19-2024	EULA PIRATE BOOSTER	015846	026	199-36-6412.20-001-491000	Athlete Meals	180.00	N
046513	01-19-2024	GORMAN I. S. D.	015847		199-36-6412.20-001-491000	Athlete Meals	56.00	N
046514	01-19-2024	GRANT BRISTOW	015850		199-36-6219.00-001-491000	REF'S /OFFICIALS PAY	80.00	N
046515	01-19-2024	MEGAN BROWN	015851		199-36-6219.00-001-491000	REF'S /OFFICIALS PAY	60.00	N
046516	01-19-2024	MICHAEL KIRKSEY	015834		199-36-6219.00-001-491000	Officials	80.00	N
046517	01-19-2024	MITCHELL LEE	015852		199-36-6219.00-001-491000	REF'S /OFFICIALS PAY	180.00	N
046518	01-19-2024	SARA LEON &	015837	82740	199-41-6211.00-701-499000	LEGAL SERVICES	140.00	N
046519	01-19-2024	SHANE CASTEL	015835		199-36-6219.00-001-491000	Officials	180.00	N
046520	01-19-2024	SPECTRUM CORPORATI	015853	256383.	199-51-6257.00-999-499000	TELEPHONE	56.11	N
046521	01-19-2024	SURE SHOT	015838	98498	199-51-6249.00-999-499000	PEST CONTROL	425.00	N
046522	01-19-2024	UIL MUSIC REGION 6	015840		199-36-6499.34-001-499000	UIL Solo Ensemble Entry Fees	72.00	N
IRS01	01-11-2024	U S TREASURY	DEDCH		163-00-2151.00-000-400000	JAN WIRE PAYROLL DEDUCTION	15,704.46	N
			DEDCH		163-00-2152.01-000-400000	JAN WIRE PAYROLL DEDUCTION	7,710.26	N
			DEDCH		163-00-2152.02-000-400000	JAN WIRE PAYROLL DEDUCTION	7,710.26	N
Totals for Check IRS01							31,124.98	
TRS01	01-11-2024	ADVANCED BENEFIT TE	DEDCH		163-00-2153.00-051-400000	JAN WIRE PAYROLL DEDUCTION	9,091.12	N
			DEDCH		163-00-2153.00-052-400000	JAN WIRE PAYROLL DEDUCTION	2,014.85	N
			DEDCH		163-00-2153.00-054-400000	JAN WIRE PAYROLL DEDUCTION	7,869.01	N
			DEDCH		163-00-2153.00-055-400000	JAN WIRE PAYROLL DEDUCTION	578.84	N
Totals for Check TRS01							19,553.82	
Total Checks							654,238.42	

End of Report

Investment Report
Baird ISD
2023 - 24

Month Ending:	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024
Operating Accounts						
	Balance	Balance	Balance	Balance	Balance	Balance
General Operating	\$ 1,402,583.73	\$ 916,032.29	\$ 623,815.09	189263.96		
Money Market	\$ 1,030,668.30	\$ 1,034,282.70	\$ 1,037,683.08	1041720.09		
TOTALS	\$ 2,433,252.03	\$ 1,950,314.99	\$ 1,661,498.17	\$ 1,230,984.05	\$ -	\$ -
Debt Service Accounts						
	Balance	Balance	Balance	Balance	Balance	Balance
Interest & Sinking	\$ 638,138.96	\$ 639,051.78	\$ 656,987.63	736013.97		
TOTALS	\$ 638,138.96	\$ 639,051.78	\$ 656,987.63	\$ 736,013.97	\$ -	\$ -
Construction (Bond) Accounts						
	Balance	Balance	Balance	Balance	Balance	Balance
2002 Series	\$ 12,303,539.01	\$ 11,894,934.71	\$ 10,522,471.29	9961774.75		
TOTALS	\$ 12,303,539.01	\$ 11,894,934.71	\$ 10,522,471.29	\$ 9,961,774.75	\$ -	\$ -

Month Ending:	Mar 2024	Apr 2024	May 2024	Jun 2024	Jul 2024	Aug 2024
Operating Accounts						
	Balance	Balance	Balance	Balance	Balance	Balance
General Operating						
Money Market						
TOTALS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Debt Service Accounts						
	Balance	Balance	Balance	Balance	Balance	Balance
Interest & Sinking						
TOTALS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Construction (Bond) Accounts						
	Balance	Balance	Balance	Balance	Balance	Balance
Construction						
TOTALS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -



Report Date: 1/19/2024

	Enrolled	Special Ed	GT	Bilingual	ESL	EB	Title1	PRS	CEHI	Migrant
District 030-903	387	72	26	0	0	0	226	0	0	0
Active	343	61	25	0	0	0	201	0	0	0
Inactive	44	11	1	0	0	0	25	0	0	0
Not In Membership (Eligibility Code 0,7,8) not included: 1										
Campus 001	158	38	16	0	0	0	0	0	0	0
Active	142	33	16	0	0	0	0	0	0	0
Inactive	16	5	0	0	0	0	0	0	0	0
Not In Membership (Eligibility Code 0,7,8) not included: 0										
Campus 101	229	34	10	0	0	0	226	0	0	0
Active	201	28	9	0	0	0	201	0	0	0
Inactive	28	6	1	0	0	0	25	0	0	0
Not In Membership (Eligibility Code 0,7,8) not included: 1										

Note: The district total only counts students once. The sum of campus totals may be greater than the district total because of student movement among campuses.



Field Report 28

2238 Baird ISD High School Gym & Agriculture Project No. 2238

Review Date: Jan 11 2024 01:16 PM

Issue Date: Jan 12 2024 03:20 PM

Weather: 60°, Sunny, Last Rain 01-09-24

General Contractor: Gallagher Construction

Author: Walter Jefferson

Attendees:

Disclaimer:

This site visit report is intended to record observations made in the field by the Architect or Field Representative. It is not meant to issue any directives either stated or implied unless noted by the Architect in writing, red-marked onto official held construction set. Any and all further revisions or clarifications will be communicated through contract documents and bulletins to follow.

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28.1 Site Work

7.1.1 Utilities

For Record Only

Related Discipline: Civil

- Utility installations continue throughout site.
- Electrical roughs set.
- Plumbing roughs set.



9.1.1 Concrete Stairs

For Record Only

Related Discipline: Structural

- Concrete seating/step pours almost complete.



1.1.1 Grading, Roadwork & Sidewalks

Related Discipline: Civil

- Flume concrete installation progressing.
- Dirt grading continues.

For Record Only





28.2 Building Envelope

28.2.1 Structural Steel

For Record Only

Related Discipline: Structural

- Vertices steel erection underway.
- Welded connections ongoing.





28.3 Building Interior

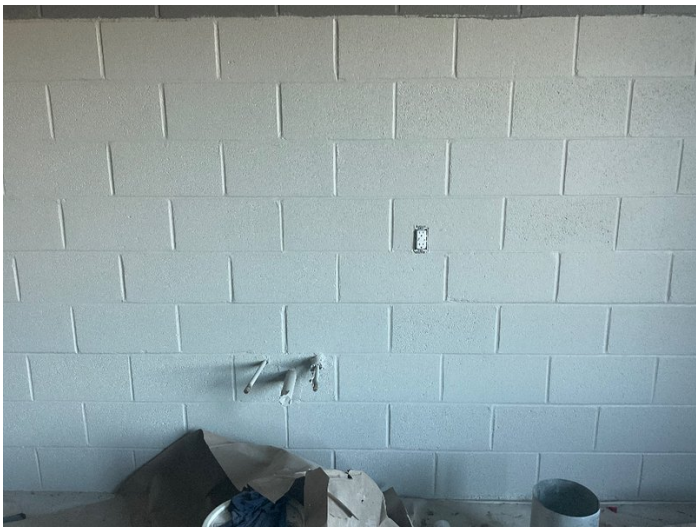
18.3.1 Vo-AG Building

Related Discipline: Finishes

- Electrical conduit and box installation progressing.
- CMU paint applications continue.
- Lighting installation progressing.
- Drywall installation progressing.
- Restroom tile installation underway.
- Duct work continues.

For Record Only





Regular Meeting

Monday, December 11, 2023 6:30 PM

Baird ISD Library, 600 W 7th St, Baird, Texas 79504

Krystal Bounds: Present
Kenneth Brock: Present
Jody Gerngross: Absent
Lori Higgins: Absent
Royce McAdams: Present
Michael Parker: Present
Carrie Smith: Absent

I. Call to Order

Discussion: A Call to Order was made at 6:30pm.

II. Invocation

Discussion: The Invocation was given by Kenneth Brock.

III. Establish Quorum

Discussion: A Quorum was established.

IV. Public Comment

Discussion: No public comment was made.

V. Reports

V.A. Campus Reports

V.A.1. Elementary

Discussion: Mr. Waggoner was not present to give the elementary campus report. The December elementary newsletter was available for Board members.

Speaker(s): Michael Waggoner, Principal

V.A.2. High School

Discussion: Coach Schlieve was not present at the meeting to give the high school report. He did have athletic and high school reports available for Board members to look over.

Speaker(s): Derek Schlieve, AD & Principal

V.B. Superintendent Report

Discussion: Dr. Little presented the Superintendent report.

Speaker(s): Tim Little, Superintendent

V.B.1. Financial Reports

Discussion: Dr. Little gave the financial report to the board.

V.B.2. Investment Report

Discussion: Dr. Little gave the investment report to the board.

V.B.3. Enrollment Report

Discussion: Dr. Little gave the enrollment report. High school enrollment is currently at 146 and elementary is at 203. This makes the total enrollment at Baird ISD 349 in all.

V.B.4. Construction Report

Discussion: Dr. Little gave the construction report.

VI. Discussion or Action Items

VI.A. Discussion and possible action to approve minutes of prior meetings

Action(s):

Action was taken to approve minutes of prior meetings. This motion, made by Royce McAdams and seconded by Michael Parker, Carried.

Voting Detail:

Krystal Bounds: Yea

Kenneth Brock: Yea

Jody Gerngross: Absent

Lori Higgins: Absent

Royce McAdams: Yea

Michael Parker: Yea

Carrie Smith: Absent

Voting Summary: Yea: 4, Nay: 0, Absent: 3

VI.B. Discussion and possible action to accept conditional donation to the district under policy CDC (LOCAL)

Action(s):

Action was made to accept conditional donation to the district under policy CDC (LOCAL). This motion, made by Michael Parker and seconded by Krystal Bounds, Carried.

Voting Detail:

Krystal Bounds: Yea

Kenneth Brock: Yea

Jody Gerngross: Absent

Lori Higgins: Absent

Royce McAdams: Yea

Michael Parker: Yea

Carrie Smith: Absent

Voting Summary: Yea: 4, Nay: 0, Absent: 3

VI.C. Discussion and possible action on TASB Policy Update 122, pertaining to the following policies [see attached list] (second reading, adoption recommended)

Action(s):

Action was made to adopt TASB Policy update 122.
This motion, made by Royce McAdams and seconded
by Michael Parker, Carried.

Voting Detail:

Krystal
Bounds: Yea

Kenneth Brock: Yea

Jody
Gerngross: Absent

Lori Higgins: Absent

Royce McAdams: Yea

Michael
Parker: Yea

Carrie Smith: Absent

Voting Summary: Yea: 4, Nay: 0, Absent: 3

VI.D. Discussion and possible action to approve
superintendent evaluation instrument

Action(s):

Action was made to approve the superintendent
evaluation instrument. This motion, made by
Krystal Bounds and seconded by Michael Parker,
Carried.

Voting Detail:

Krystal
Bounds: Yea

Kenneth Brock: Yea

Jody
Gerngross: Absent

Lori Higgins: Absent

Royce McAdams: Yea

Michael
Parker: Yea

Carrie Smith: Absent

Voting Summary: Yea: 4, Nay: 0, Absent: 3

VI.E. Discussion and possible action to approve
district auditor for 2023 - 2024

Action(s):

Action was made to approve James E. Rodgers and
Company, P.C. as the district auditor for the
2023-2024 school year. This motion, made by
Michael Parker and seconded by Kenneth Brock,
Carried.

Voting Detail:

Krystal Yea

Bounds:
 Kenneth Brock: Yea

 Jody
 Gerngross: Absent
 Lori Higgins: Absent

 Royce McAdams: Yea

 Michael
 Parker: Yea
 Carrie Smith: Absent

Voting Summary: Yea: 4, Nay: 0, Absent: 3

VI.F. Discussion and possible action to amend district compensation plan

Action(s):

Action was made to amend the district compensation plan and make a budget amendment. This motion, made by Royce McAdams and seconded by Krystal Bounds, Carried.

Voting Detail:

Krystal
 Bounds: Yea
 Kenneth Brock: Yea

 Jody
 Gerngross: Absent
 Lori Higgins: Absent

 Royce McAdams: Yea

 Michael
 Parker: Yea
 Carrie Smith: Absent

Voting Summary: Yea: 4, Nay: 0, Absent: 3

VII. **Executive Session**

Action(s):

The Board adjourned to executive session at 6:55pm. This motion, made by Michael Parker and seconded by Krystal Bounds, Carried.

Voting Detail:

Krystal
 Bounds: Yea
 Kenneth
 Brock: Yea

 Jody
 Gerngross: Absent
 Lori
 Higgins: Absent

Royce
McAdams: Yea
Michael
Parker: Yea
Carrie
Smith: Absent

Voting Summary: Yea: 4, Nay: 0, Absent: 3

VIII. **Action on Executive Session Items**

Discussion: Executive session closed at 7:48pm.

IX. **Adjourn**

Action(s):

The meeting was adjourned at 7:49pm. This motion, made by Royce McAdams and seconded by Krystal Bounds, Carried.

Voting Detail:

Krystal
Bounds: Yea
Kenneth
Brock: Yea
Jody
Gerngross: Absent
Lori
Higgins: Absent
Royce
McAdams: Yea
Michael
Parker: Yea
Carrie
Smith: Absent

Voting Summary: Yea: 4, Nay: 0, Absent: 3

Board Secretary

Miranda Darnell

3657 Scranton Ln-Abilene, TX 79602

(325) 669-4880-mldarnell78@gmail.com

Skills

As a former teacher, I hold myself to a high standard of professionalism. Employment in an industry which exudes giving, kindness, compassion, and helping is always where I find I am happiest. I have experience working with Frog Street curriculum, conscience discipline and taught in a variety of pre-K settings.

Related Work History

January 2023- October 2023

Sylvan Learning Center, Teacher - K-12 Math and reading tutor

June 2022 - August 2022

Taylor Elementary, Summer School - 1st Grade Teacher

August 2021 - May 2022

Austin Elementary - Kindergarten Teacher

August 2018- May 2019

AISD, Abilene, TX - Substitute all grade levels

August 2017- May 2018

Moran ISD, Moran, TX - Pre-K and Kindergarten Teacher

May 2016- August 2017

Joy of Learning Center, (River of Life Church) Abilene, TX - Pre-K Teacher

Education

Graduated December 2006

McMurry University, Abilene, TX - Bachelor of Science

Awards & Organizations

- Dean's List 2004-2006
- Kappa Delta Pi International Honor Society
- Association of Texas Professional Educators (ATPE); Chapter Vice President
- Graduated McMurry University Cum Laude

References

-Supervisor at Sylvan:

Chase Hartgraves

325-733-7002

chase@sylvanabilene.com

-Former teaching colleges:

Dadra Ross

325-721-1900

dross@tcec.us

Mallory Moser

325-280-8394

mallory.moser@abileneisd.org

Jill Bennett

325-762-2736

jbennett@moran.esc14.net

**Resolution of the Board of Trustees
of the Baird Independent School District
Regarding Senate Bill 763**

Whereas Section 23.001 of the Texas Education Code permits the district to employ or accept as a volunteer a chaplain to provide support, services, and programs for students as assigned by the Board;

Whereas Senate Bill 763, passed by the 88th Texas Legislature, requires each school board to take a record vote between September 1, 2023, and March 1, 2024, on whether to adopt a policy authorizing a campus of the district to employ or accept as a volunteer a chaplain under Education Code Chapter 23;

Now, therefore, be it resolved by the Board of Trustees of the Baird independent School District as follows:

The Board affirms the practice of a district campus permitting a chaplain to provide support, services, and programs for students in accordance with the district’s existing GKG(LOCAL) policy.

PASSED and ADOPTED this 22nd day of January 2024 by the Board of Trustees of the Baird Independent School District.

Presiding Officer, Board of Trustees

Attest:

Officer, Board of Trustees

The District shall use volunteers to provide assistance in areas that:

1. Support and enhance teaching and learning;
2. Support the welfare of the students and/or staff; and
3. Support the District in other areas of need.

Application

All prospective volunteers shall submit an application form as provided by the District.

Criminal History
Record Check

The District shall obtain the criminal history record for prospective volunteers when required by law or the District. Once received, the District shall determine the person's eligibility and inform approved volunteers when their services are to begin.

Authority

District volunteers shall work directly under the supervision of the campus principal or a District employee in accordance with administrative regulations.

Administrative regulations shall be established regarding the volunteer application process, qualifications, training, duties, and other relevant information about the District's volunteer program.

Training

Volunteers shall complete District training requirements prior to participating in the District's volunteer program.

Superintendent Term Contract

This Contract is entered into between the Board of Trustees (the "Board") of BAIRD INDEPENDENT SCHOOL DISTRICT (the "District") and TIMOTHY W. LITTLE, ED.D., (the "Superintendent").

The Board and the Superintendent, for and in consideration for the terms stated in this Contract, hereby agree as follows:

1. **Term.** The Board agrees to employ the Superintendent on a twelve-month basis per school year, beginning **July 1, 2023**, and ending **June 30, 2026**. The Board and the Superintendent (the "Parties") may extend the term of this Contract by agreement.
2. **Certification.** The Superintendent agrees to maintain the required certification throughout the term of employment with the District. If the Superintendent's certification expires, is canceled, or is revoked, this Contract is void.
3. **Representations.** The Superintendent makes the following representations:
 - 3.1 **Beginning of Contract.** At the beginning of this Contract, and at any time during this Contract, the Superintendent specifically agrees to submit to a review of his or her national criminal history record information (NCHRI) if required by the District, TEA, or SBEC. The Superintendent understands that a criminal history record acceptable to the Board, at its sole discretion, is a condition precedent to this Contract.
 - 3.2 **During Contract.** The Superintendent also agrees that, during the term of this Contract, the Superintendent will notify the Board in writing of any arrest or of any indictment, conviction, no contest or guilty plea, or other adjudication of the Superintendent, except for traffic violations arising out of the use of his personal vehicle for which only a citation was issued. The Superintendent agrees to provide such notification in writing within seven calendar days of the event or any shorter period specified in Board policy.
 - 3.3 **False Statements and Misrepresentations.** The Superintendent represents that any records or information provided in connection with his or her employment application are true and correct. Any false statements, misrepresentations, omissions of requested information, or fraud by the Superintendent in or concerning any required records or in the employment application may be grounds for termination or nonrenewal, as applicable.
4. **Duties.** The Superintendent shall be the educational leader and chief executive officer of the District. The Superintendent agrees to perform his or her duties as follows:

- 4.1 **Authority:** The Superintendent shall perform such duties and have such powers as may be prescribed by the law and the Board. The Board shall have the right to assign additional duties to the Superintendent and to make changes in responsibilities or work at any time during the contract term. All duties assigned by the Board shall be appropriate to and consistent with the professional role and responsibility of the Superintendent.
- 4.2 **Standard:** Except as otherwise permitted by this Contract, the Superintendent agrees to devote his or her full time and energy to the performance of his or her duties. The Superintendent shall perform his or her duties with reasonable care, skill, and diligence. The Superintendent shall comply with all Board directives, state and federal laws and rules, Board policy, and regulations as they exist or may hereafter be amended.
- 4.3 **Reassignment.** The superintendent cannot be reassigned from the position of superintendent to another position without the Superintendent's consent.

5. **Compensation and Benefits.**

- 5.1 **Salary.** The District shall pay the Superintendent an annual salary of **One Hundred Eighteen Thousand Four Hundred and Fifty Dollars (\$118,450.00)** per year, to be paid to the superintendent in twelve (12) equal monthly installments, consistent with the Board's policies.
- (a) **Widespread Salary Reduction.** If the Board implements a widespread salary reduction under Texas Education Code section 21.4032, the Superintendent's annual salary shall be reduced by the percent or fraction of a percent that is equal to the average percent or fraction of a percent by which teacher salaries have been reduced.
- (b) **Furlough.** If the Board implements a furlough under Texas Education Code section 21.4021, the Superintendent shall be furloughed for the same number of days as other contract personnel and the Superintendent's salary shall be reduced in proportion to the number of furlough days.
- 5.2 **Benefits.** The District shall provide benefits to the Superintendent as provided by state law and Board policies. The Board reserves the right to amend its policies at any time during the term of this Contract to reduce or increase these benefits, at the Board's sole discretion.
- 5.2.1 **Vacation and Leave.** The Superintendent may take up to 10 vacation days per year. These vacation days are in addition to any leave available to all employees under Board policy. Accrual and payment for unused vacation days shall follow the provisions provided in Board policy for local leave. The Superintendent shall observe the same holidays and breaks as provided for other 12-month administrators in the Board's adopted annual calendar. The

Superintendent shall schedule vacation and leave days with prior written notice to the Board and at times that will least interfere with the performance of the Superintendent's duties.

5.2.2 **Civic and Professional Activities.** The Board encourages the Superintendent to become a member of and participate in professional associations and community and civic affairs, including the chamber of commerce, civic clubs, governmental committees, and educational organizations. The Board concludes that such participation will serve a legitimate purpose related to the educational mission of the District. The district shall pay membership dues for the Superintendent in the following organizations:

Texas Association of School Administrators (TASA)
American Association of School Administrators (AASA)

5.2.3 **Health and Medical Insurance.** The District shall provide to the Superintendent the full individual coverage for health insurance benefits available to other district employees, subject to the provisions of this agreement and the terms of the District's health benefit plan. The District shall pay, on behalf of the Superintendent, the full premium amount for health insurance coverage under the District sponsored health benefit plan. Any additional charges for other benefits, including family coverage, dental, or vision insurance, shall be the responsibility of the Superintendent.

6. **Superintendent Evaluation.** The Board shall evaluate, in writing, the Superintendent's performance at least once each year during the term of this contract. The evaluation format and procedure shall comply with the law and Board policy. Unless the Superintendent expressly requests otherwise, the Board shall conduct the evaluation of the Superintendent in closed session. In addition, the Board shall treat the completed evaluation instrument as confidential to the extent required or permitted by law. However, the Board and Superintendent may share the Superintendent's completed evaluation instrument with their respective legal counsel.
7. **Outside Consulting.** To the extent permitted by law and Board Policy, the Superintendent may, with prior written consent of the Board, undertake consulting work, speaking engagements, writing, lecturing and other professional duties and obligations that do not conflict or interfere with the Superintendent's professional responsibilities to the District. For any such outside consulting, the Superintendent agrees to comply with applicable ethics rules, laws, and Board Policy regarding reporting potential and actual conflicts of interest. In addition, the Superintendent agrees to provide information regarding income from such activities to the District as necessary for financial reporting requirements.
8. **Suspension.** In accordance with Texas Education Code chapter 21, the Board may suspend the Superintendent without pay during the term of this Contract for good cause

as determined by the Board.

9. **Termination and Nonrenewal of Contract.** Termination or nonrenewal of this contract, or resignation under this contract, will be pursuant to Texas Education Code chapter 21.

10. **General Provisions.**

10.1 **Amendment:** This Contract may not be amended except by written agreement of the Parties.

10.2 **Severability:** If any provision in this Contract is, for any reason, held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision of the Contract. This Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been a part of the Contract.

10.3 **Entire Agreement:** All existing agreements and contracts, both verbal and written, between the Parties regarding the employment of the Superintendent are superseded by this Contract. This Contract constitutes the entire agreement between the Parties.

10.4 **Applicable Law and Venue:** Texas law shall govern construction of this Contract. The Parties agree that venue for any litigation relating to the Superintendent's employment with the District, including this Contract, shall be the county in which the District's administration building is located. If litigation is brought in federal court, the Parties agree that venue shall be the federal district and division in which the district' administration building is located.

10.5 **Paragraph Headings:** The headings used at the beginning of each numbered paragraph in this Contract are not intended to have any legal effect; the headings do not limit or expand the meaning of the paragraphs that follow them.

10.6 **Legal Representation:** Both Parties have been represented by legal counsel of their choice or have had the opportunity to consult with legal counsel, in the negotiation and execution of this Contract.

11. **Notices.**


11.1 **To Superintendent:** The Superintendent agrees to keep a current address on file with the District's human resources office and the Board President. The Superintendent agrees that the Board may meet any legal obligation it has to give the Superintendent written notice regarding this Contract or the Superintendent's employment by hand-delivery, or by certified mail, regular mail, and/or express delivery service to the Superintendent's address of record.

11.2 **To Board:** The Board agrees that the Superintendent may meet any legal obligation to

give the Board written notice regarding this Contract or the Superintendent's employment by providing one copy of the notice to the President of the Board and one copy to the Vice President of the Board. The Superintendent may provide such notices by hand-delivery, or by certified mail, regular mail, and/or express delivery service, to the Board President and Vice President's addresses of record, as provided to the District.

I have read this Contract and agree to abide by its terms and conditions:

Superintendent




Timothy W. Little, Ed.D.

1/24/23

Date

Baird Independent School District

BY: 

Kenneth W. Brock, President, Board of Trustees

03/03/2023

Date