

**THE BOARD OF TRUSTEES OF THE  
GRAHAM INDEPENDENT SCHOOL DISTRICT**

**November 12, 2025  
BOARD RESOLUTION**

**WHEREAS**, the Graham Independent School District has always been and will remain committed to providing the best possible educational opportunities and staff for its students while at the same time being good stewards of available public funds;

**WHEREAS**, the Board of Trustees wishes to provide Graham ISD employees a one-time retention supplemental compensation payment for their continued service to the students and school community of Graham ISD; and

**WHEREAS**, the Board anticipates that the District has budgeted funds available to allow for a one-time retention incentive payment to every full-time, permanent Graham ISD employee; and

**WHEREAS**, a public school purpose will be served by the payment of a one-time retention incentive payment to full-time, permanent District employees, in order to demonstrate support of its employees, enhance employee morale and support the retention of employees;

**Now therefore it be resolved by the Board that:**

1. The Board authorizes the payment of a one-time retention incentive payment in the amount of \$1,000.00 to each current full-time permanent individual or \$500.00 to each current part-time permanent individual whose employment began on or before November 20, 2025, and who have not tendered their intent to resign from Graham ISD on or before November 20, 2025; and
2. The payment of this one-time retention incentive payment will be for the purpose of incentivizing continued service to the District; and
3. The payment of this one-time retention incentive payment is expressly conditioned upon there being sufficient monies to support the payment of the one-time retention incentive payment, and in the absence of sufficient funds, as determined by the Superintendent, this payment shall not be paid; and
4. The Board finds that a public purpose and a benefit to the Graham ISD exists in the payment of this one-time retention incentive payment.

Adopted by the vote of the majority of members of the Board of Trustees of the Graham ISD present and voting at an open meeting of the Board on the 12th day of November, 2025 at which a quorum was present:

BY: \_\_\_\_\_  
Chris Blanton, Board President

BY: \_\_\_\_\_  
Dr. Brandon Bates, Board Secretary