

**Graham Independent School District
Board Agenda Item Synopsis**

Subject: Approval of the 2026-2027 Graham ISD Compensation Plan

Background Information:

Each year the District makes a recommendation to the Board regarding staff compensation that includes raises and/or increases in compensation for benefits.

Administrative Consideration:

According to Board Policy DEA (LOCAL), the Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District.

Alignment to District Goals:

- 1. **Academics:** All students will be prepared for success at the next level.
- 2. **Our People:** Recruit and retain highly qualified employees at all levels.
- 3. **Finance and Facilities:**
 - Optimize revenues and impact student achievement by increasing attendance rates at all campuses.
 - Commit to excellence in facilities that promote innovative, health, and welcoming learning environments.
- 4. **Culture:** All stakeholders will take ownership in creating a welcoming, compassionate, unified school community striving for aspirational achievements.
- 5. **Safety:** Provide a safe, healthy and secure environment for all stakeholders.
- 6. **Communications:** Support student success through clear, consistent, and inclusive communication and marketing that builds trust, reflects our diverse community, and empowers all stakeholders.

Budgetary Impact:

To be determined.

Recommendation:

Approval of the 2026-2027 GISD Compensation Plan as Presented

Meeting Date:

April 22, 2026