

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

**Subject: Consider Approval to Create a Process to Allow Specific Administrators to Engage in Outside Employment**

**Background Information:**

House Bill (HB) 3372 of the 89th Texas Regular Legislative Session added new restrictions on certain administrators' performance of outside employment.

Texas Education Code (TEC) § 11.006 prohibits employees with significant administrative duties related to the operations of a campus, program, or other part of the district from performing personal services or receiving any financial benefit for the performance of personal services for any business entity that conducts or solicits business with the district that employs the administrator.

**Administrative Consideration:**

An administrator who is not a superintendent, assistant superintendent, or member of a board of managers may be exempted from this prohibition if the board approves as described below. As a note, this bill does not apply to outside employment at the University Level.

**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:**

None.

**Recommendation:**

Approve the Creation Process to Allow Specific Administrators to Engage in Outside Employment.

**Meeting Date:**

October 8, 2025