

Graham Independent School District

Board Agenda Item Synopsis

Subject: Review of Policy DC (Local): Employment Practices

Consider approval to grant the Superintendent the authority to hire and issue contracts to all contractual personnel from May 14, 2026 to August 11, 2026 GISD Policy DC (Local)

Background Information:

Graham ISD [Policy DC \(Local\)](#) addresses employment practices for Graham ISD. Trustees are asked to review this policy and will be asked to consider amending the policy for the term June 4 through August 11, 2026. Trustees will be asked to grant the Superintendent the authority to hire contractual personnel in a position other than teacher.

Policy DC (Local) authorizes hiring as follows:

The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel in a position other than teacher.

The Board retains final authority for employment of contractual personnel in a position other than teacher. The Board delegates to the Superintendent the authority to employ teachers.

Administrative Consideration:

By granting the Superintendent the authority to hire and issue contracts to all contractual personnel from June 4, 2026 to August 11, 2026, this greatly increases our chances to make sure we are fully staffed for the first day of school.

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:

Information Only

Meeting Date: May 13, 2026