

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

Subject: Consider Approval of Reimbursable Budget Amendment for Teacher Incentive Allotment Payments to Qualifying Teachers

Background Information: Graham ISD participates in the Teacher Incentive Allotment program. Each year the district designates teachers for awards based on student growth and teacher observation data. This year, Graham ISD designated 58 teachers who will receive a total combined award amount of \$734,251. This is an increase of \$177, 541 from 2024-2025. Five teachers improved their designation and nineteen are new recipients. We are requesting a budget amendment to pay out these awards to teachers in May 2026.

Administrative Consideration:

Graham ISD will be reimbursed this exact amount in settle-up with the state in September 2026.

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:

\$734,251 to be fully reimbursed from the state in September 2026.

Recommendation:

Approve reimbursable budget amendment request for the Teacher Incentive Allotment payouts of \$734,251.

Meeting Date:

May 13, 2026