

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

**Subject: Consider Approval of Board Resolution Approving a One-time Retention Incentive Payment**

**Background Information:**

Graham ISD 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.

**Administrative Consideration:**

Graham ISD employees will receive a one-time retention incentive payment for their continued service to the students and school community of Graham ISD. Based upon consultation with the District's legal counsel, this one-time retention incentive payment will serve a public school purpose by demonstrating the District's support of its employees, enhancing employee morale and improving retention of employees. The proposed one-time retention incentive payment will be in the amount of \$1,000.00 to each current full-time, permanent employee 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.

**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:**

The projected budgetary impact of this one-time retention incentive payment to the District's general operation fund of approximately \$370,000.00.

**Recommendation:**

The Administration recommends the Board of Trustees approve the accompanying resolution related to a one-time incentive payment for the 2025-2026 school year, and to authorize the Board President and the Secretary of the Board to sign the resolution on behalf of the Board.

**Meeting Date:**

November 12, 2025