

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

**Subject: Consider Approval of the 2025-2026 Graham ISD Compensation Plan**

**Background Information:**

**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:**

The proposed GISD compensation plan includes salary increases for teachers as outlined in House Bill 2 of the 89th Texas Legislative Session.

**Recommendation:**

Consider Approval of the 2025-2026 GISD Compensation Plan

**Meeting Date:**

August 12, 2025