

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

**Subject: Consider Approval of Recommendation for Employee Pay During Emergency Closure in Accordance with Graham ISD Board Policy DEA (Local)**

**Background Information:** Due to inclement weather conditions, Graham ISD was closed January 26-29, 2026.

**Administrative Consideration:** According to policy DEA(LOCAL), if the Board of Trustees chooses to pay employees during an emergency closure for which workdays are not scheduled to be made up at a later date, that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure.

**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:**

There will be no budgetary impact beyond what had been planned as the dates January 26-29, 2026 were previously designated as paid days on employee work calendars.

**Recommendation:**

Approve Recommendation for Employee Pay During Emergency Closure in Accordance with Graham ISD Board Policy DEA (Local)

**Meeting Date:**

February 11, 2026