

**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