

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

Subject: Consider Approval of the 2026-2027 GISD Employee Handbook

Background Information:

Our Employee Handbook comes from TASB. We use the language provided in the handbook and we add information for our Employees to address areas that are specific for Graham ISD.

Administrative Consideration:

The Employee Handbook reflects board policy and has been reviewed by Human Resources. As this is not a legislative year, there will not be many changes to the Employee Handbook.

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:

None.

Recommendation:

Approve the 2026-2027 GISD Employee Handbook.

Meeting Date:

August 11, 2026