

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

**Subject: Review 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:**

Information only.

**Meeting Date:**

August 5, 2026