



Learners Today...

Leaders Tomorrow...

*Mustangs  
Forever!*

**Marble Falls ISD  
Special Meeting**

**Tuesday, August 4, 2015  
10:30 AM**

**AGENDA OF SPECIAL MEETING  
MARBLE FALLS INDEPENDENT SCHOOL DISTRICT  
BOARD OF TRUSTEES  
TUESDAY, AUGUST 4, 2015 – 10:30 AM  
Marble Falls High School Library**

Notice is hereby given that on August 4, 2015, the Board of Trustees of the Marble Falls Independent School District will hold a Special meeting at 10:30 AM, at the Marble Falls High School Library, 1800 Colt Circle, Marble Falls, TX 78654.

The subjects to be discussed or considered, or upon which any formal action may be taken are listed below. Items do not have to be taken in the order shown on this meeting notice.

1. Call to Order  
Presenter: Rick Edwards, President
2. Roll Call
3. Action Items
  - A. Discuss and Possibly Approve the Pavement and Drainage Upgrades and Improvements at the High School 3  
Presenter: Michael Phillips
  - B. Discuss and Possibly Approve the Resolution Approving the Recruitment and Retention Incentive Program 6  
Presenter: Lisa LeMon
4. Executive Session
  - A. Discussion of Professional Personnel (TX Govt. Code 551.074)
5. Reconvene From Executive Session
6. Discussion and Possible Approval of Action Arising from Executive Session
  - A. Discussion and Possible Approval of Professional Personnel  
Presenter: Dr. Chris Allen
7. Adjourn

*If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]*

FOR THE BOARD OF TRUSTEES  
MARBLE FALLS INDEPENDENT SCHOOL

---

Dr. Chris Allen, Superintendent of Schools



Learners Today...  
 Leaders Tomorrow...  
*Mustangs Forever!*

**Marble Falls ISD**  
**Board of Trustees**  
**Agenda Item Information**

<b>Meeting Date:</b>		
<b>Meeting Type:</b>		<b>Agenda Placement:</b>
<input type="checkbox"/> Regular Meeting <input checked="" type="checkbox"/> Special Meeting/Workshop <input type="checkbox"/> Hearing		<input type="checkbox"/> Public Hearing <input type="checkbox"/> Open Session <input type="checkbox"/> Executive Session <input type="checkbox"/> Recognition <input type="checkbox"/> Administrative Report <input checked="" type="checkbox"/> Consent Agenda <input type="checkbox"/> Regular Agenda <input type="checkbox"/> Information/Discussion
<b>Date Submitted:</b>		
<b>Subject:</b> <i>High School DRAINAGE Project</i>		
<b>Executive Summary:</b> <i>Request the approval of Bid to install concrete and asphalt according to Civil Engineering specifications. Cost are within Budget.</i>		
<b>Fiscal Impact:</b>	<b>Funding Source:</b>	<b>Fiscal Year:</b>
<b>Cost:</b> <input type="checkbox"/> Recurring <input checked="" type="checkbox"/> One-Time <input type="checkbox"/> No Fiscal Impact	<input type="checkbox"/> General Fund <input type="checkbox"/> Grant Funds <input checked="" type="checkbox"/> Other Funds (Specify) <i>BOND</i>	Amendment Required? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Superintendent's Recommendation:</b> <i>Accept the proposed bid provided by Mr. Phillips.</i>		
<b>Department Submitting:</b> <i>MAINTENANCE</i>		<b>Requested By:</b>  <i>MICHAEL Phillips</i>
<b>Cabinet Member's Approval:</b> <i>Chris Allen</i>		
<b>Board Approval Required:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

# High School Drainage

## Concrete and Paving

In a previous Board meeting the District had Willis Engineering draw plans for the High School Drainage issue. Willis has finished the plans and presented them to the City of Marble Falls for approval; the plans are approved by the City. After which I requested Willis to advertise and receive bids from Companies that could perform the work for the District. Willis had four companies request packages and 2 companies have placed bids for the project, see attached from Willis Engineering. I reviewed the bids with Larry Wilke of Willis and I recommend that the District award the project to Nelson Lewis for \$208,550.00 based on price, local vendor and previous work performed for the District. The original project was allotted \$450,000 during the Bond event. We have spent \$178,464.63 which leaves \$271,535 before this project. The chart below shows the balance including this project in the total amount spent.

Budgeted Misc. Programs- Athletic Fields Drainage	450,000.00
Amounts spent or encumbered to date:	
Engineering	64,195.00
Sidewalks & Drainage around the Tennis Courts	79,157.80
Retaining Wall and fence around the Baseball field	35,111.83
Proposed for Pavement & Drainage Upgrades	<u>208,550.00</u>
Balance Remaining	<u><u>62,985.37</u></u>

Michael Phillips

Director of Maintenance

**MARBLE FALLS INDEPENDENT SCHOOL DISTRICT  
PAVEMENT AND DRAINAGE UPGRADES AND IMPROVEMENTS  
HIGH SCHOOL ATHELITIC FIELDS  
MARBLE FALLS, TEXAS  
PROJECT NO. 141101**

**BID DATE: 10:00 A.M. JULY 24, 2015**

**AT WILLIS ENVIRONMENTAL ENGINEERING, INC.**

**MARBLE FALLS, TEXAS**

**CONTRACTOR**

**BASE BID**

**DAYS**

<b>NELSON LEWIS CONSTRUCTION INC. MARBLE ,FALLS,TEXAS HANK LEWIS</b>	<b>\$ 208,550.00</b>	<b>45 Days</b>
<b>WAGNER MATERIALS &amp; CONSTRUCTION SPRING BRANCH, TEXAS STEVE WAGNER</b>		
<b>LOWDEN EXCAVATING, INC. WIMBERLEY, TEXAS COY LOWDEN</b>		
<b>AARON CORCRETE CONTRACTORS AUSTIN ,TEXAS BOB</b>	<b>\$ 240,506.00</b>	<b>45 Days</b>



Learners Today...  
 Leaders Tomorrow...  
*Mustangs Forever!*

**Marble Falls ISD**  
**Board of Trustees**  
**Agenda Item Information**

Meeting Date: **8-4-15**

**Meeting Type:**

- Regular Meeting
- Special Meeting/Workshop
- Hearing

**Agenda Placement:**

- Public Hearing
- Open Session
- Executive Session
- Recognition
- Administrative Report
- Consent Agenda
- Regular Agenda
- Information/Discussion

Date Submitted: **7-28-15**

Subject: **Retainment and Recruitment Incentive**

**Executive Summary:**

For the past two years, MFISD has given a retainment and recruitment incentive at Convocation. The first year the amount was \$100 per employee and last year the amount was \$400 per employee. This year, we are recommending an amount of \$100 per employee. As of 7-28-15, we have 633 employees. The total amount will be \$63,300.

**Fiscal Impact:**

**Cost:**

- Recurring
- One-Time
- No Fiscal Impact

**Funding Source:**

- General Fund
- Grant Funds
- Other Funds (Specify)

Fiscal Year: **2015-16**

Amendment Required?

- Yes
- No

**Superintendent's Recommendation:**

*Recommend approval of the recruitment and retention incentive.*

**Department Submitting:**

Business Office

**Requested By:**

Lisa LeMon

**Cabinet Member's Approval:**

*Chris Allen*

Board Approval Required:  Yes  No

---

**MARBLE FALLS INDEPENDENT SCHOOL DISTRICT  
RECRUITMENT AND RETENTION INCENTIVE PROGRAM**

---

The Marble Falls Independent School District recognizes that the success of the District depends on the recruitment and retention of outstanding employees. The recruitment and retention of quality employees is of great importance to the District. As incentive to seek employment and/or remain employed with Marble Falls ISD, the District is providing 2015-2016 recruitment and retention incentive compensation to qualifying employees. Recruitment and retention of outstanding District employees will ensure the continuity and success of the District's educational and auxiliary programs.

The Board of Trustees has granted the Superintendent of Schools authority to develop and implement procedures to effectuate the payment of the recruitment and retention incentive compensation and ensure that the desired public purpose is served.

Employees who meet either one of the following two criteria are eligible to receive the 2013-2014 one-time recruitment and retention incentive stipend:

- (1) employee was employed last school year, returns to serve the District as an employee again for the 2015-2016 school year, and remains employed for the entire 2015-2016 school year;

OR

- (2) employee accepted employment for the 2015-2016 school year with the District and remains employed for the entire 2015-2016 school year.

Program eligibility is subject to the approval of the Superintendent of Schools. Eligible employees who satisfy one of the two the above-listed qualifying criteria will receive a one-time incentive payment in the amount of \$100.00 to be paid for the 2015-2016 school year.

---

**RESOLUTION OF THE BOARD OF TRUSTEES  
OF THE MARBLE FALLS INDEPENDENT SCHOOL DISTRICT  
APPROVING THE RECRUITMENT AND RETENTION INCENTIVE PROGRAM**

---

**STATE OF TEXAS**            :     :  
  :     :  
**COUNTY OF BURNET**        :     :

WHEREAS, the Board of Trustees of the Marble Falls Independent School District recognizes that the success of the District depends on the recruitment and retention of outstanding employees; and

WHEREAS, the recruitment and retention of quality District employees is of the highest importance to the Board of Trustees; and

WHEREAS, the Board of Trustees has determined that a public purpose will be served by ensuring the employment and retention of outstanding employees through the payment of recruitment and retention incentive compensation to its employees; and

WHEREAS, the implementation of a recruitment and retention incentive program will also ensure the employment and retention of outstanding employees, which promotes the continuity and success of the District’s educational and auxiliary programs; and

WHEREAS, the Board of Trustees has determined that a public purpose will be served by the resulting employment and retention of outstanding employees through the payment of recruitment and retention incentive compensation; and

WHEREAS, the Board of Trustees has, through the Superintendent of Schools, adopted procedures to sufficiently control the payment of all recruitment and retention incentive compensation to ensure that the public purpose is served; and

WHEREAS, the Board of Trustees has determined that it will receive a real and valuable benefit (recruitment and retention of outstanding District employees) in return for payment of the recruitment and retention incentive compensation to District employees; and

WHEREAS, the Board has determined that it is authorized to make this expenditure because it is necessary to the conduct of public schools and is in the best interest of the students and employees of this District; and

NOW THEREFORE, it is hereby resolved that an employee who meets one of the two following criteria is eligible to receive the 2015-2016, one-time recruitment and retention incentive stipend:

- (1) employee was employed last school year, returns to serve the District as an employee again for the 2015-2016 school year, and remains employed for the entire 2015-2016 school year;

OR

- (2) employee accepted employment for the 2015-2016 school year with the District and remains employed for the entire 2015-2016 school year.

NOW, THEREFORE, it is also hereby resolved by the Board of Trustees of the Marble Falls Independent School District that the qualifying employees of the District shall receive a one-time incentive payment in the amount of \$100.00 to be paid for the 2015-2016 school year.

NOW THEREFORE, the Board of Trustees hereby delegates to the Superintendent of Schools, or to the Superintendent's designee, authority to develop and implement procedures to effectuate the payment of the recruitment and retention incentive compensation.

BE IT SO ORDERED.

Adopted on this \_\_\_\_ day of \_\_\_\_\_, 2015.

MARBLE FALLS INDEPENDENT SCHOOL  
DISTRICT BOARD OF TRUSTEES

By: \_\_\_\_\_  
President, Board of Trustees

ATTEST: \_\_\_\_\_  
Secretary, Board of Trustees