

Board of Trustees

Meeting Date: 08/26/2026

Executive Summary of Board Agenda Item

Subject/Title for Agenda Posting: Consideration and Possible Approval to Ratify Commitment and Authorize Payment for 2024 Bond Program Professional Services provided to Cantuillo Independent School District

Justification Statement: Board action is necessary to authorize payment in order to settle the outstanding balance and comply with CH (Local) and 2024 Bond Project Payments

Purpose of Agenda Item: ☐ Information ☐ Discussion ☒ Action
Item Type: ☐ Curriculum & Instruction ☐ HumanResources ☐ Business Services

Staff Responsible: Gustavo Reveles / Veronica Campbell

Signature of Requester(s)

Signature of Presenter(s)

CP

Business Services Approval (Initials)

08.17.2026

Date

Agenda Summary:

During the Fiscal Year 2024-2025, Request for Proposal (RFP) #2025-19 Culture and Canutillo ISD Way was awarded in May 2025 in the amount of \$98,500 . Additionally the terms of the contract award included miscellaneous expenses (such as video production costs out of pocket communication expenses and printing costs) which were incurred by Firm in providing the services covered by the Agreement and were to be billed at cost. The outstanding miscellaneous expenses the invoice owed is \$ 5,658.20. This brings the total awarded amount to \$104,158.20. Under Texas Education Code 44.031 and District Policy CH (Local), all purchases must follow established purchasing procedures and receive proper authorization prior to encumbering district funds. This commitment was made outside of the established purchasing threshold of \$100,000 allowed under CH (Local) in Fiscal Year 2024-2025.

Following a review of the transaction, staff verified that:

1. The services were received, and the vendor provided verifiable invoice to confirm miscellaneous expenses incurred at cost and for the amount of \$5,658.20
2. The pricing is fair and reasonable and with in market rates with an awarded bid issued under RFP 2025-19.
3. The vendor complied with the agreed and awarded terms and conditions of the RFP.

RECOMMENDATION:

Board action is required to ratify the committment and authorize payment to settle the outstanding balance.

PRIOR BOARD ACTION: AWARDED: AWARDED AMOUNT:

None

AMOUNT(S):

\$5,658.20

ACCOUNT NO(S):

2024 Bond Funds

PROCUREMENT METHOD TYPE: (3 Quotes, Cooperative Contract Quotes, Sole Source, Formal Bid)
RFP 2025-19

REQUESTING DEPARTMENT:

Public Information Office & Financial Services

CONSEQUENCES OF NON-APPROVAL:

Invoice will remain unpaid

IMPLEMENTATION TIMELINE:

ATTACHMENT(S): ✓

Invoice
Work completed by Deuster





Invoice

Date: 05/04/2026
Invoice #: I-06542-1

Bill To:

Canutillo Independent School District
7965 Artcraft Rd.
El Paso, TX 79932

Payment Terms	Due Date	Message
	05/11/2026	Balance from Invoice I-06542 dated August 12, 2025 with interest.

Description	Qty	Unit	Unit Price	Line Total
Billable Expenses: Balance billed in Invoice I-06542 for travel to workshop in El Paso	1	Each	\$5,099.87	\$5,099.87
Interest: Interest at 18% per annum as allowed under Section IV(C) of agreement dated April 22, 2025; calculated through May 11, 2026	1	Each	\$558.33	\$558.33
			TOTAL	\$5,658.20

Please make all checks payable to Deutser LLC and mail to:

5847 San Felipe Street, Suite 2500
Houston, TX 77057

or remit payment via ACH:

ABA: 111000614
Account: 765162727



PURCHASE ORDER

Canutillo Independent School District

Attn: Accounts Payable
PO Box 100
Canutillo, TX 79835

BLANKET/PROJECT PURCHASE
ORDER NUMBER

25003560

Date: 06/23/25

Page 1 of 1

VENDOR: 767793368

TO: Deutser LLC
5847 San Felipe Dr
Suite 2500
HOUSTON, TX 77057

SHIP TO: Canutillo Independent School
7965 Artcraft Rd
El Paso, TX 79932

ATTN:

Vendor Fax: 713-212-0700

Vendor Fax:

Vendor Email:

REC. LOC: Financial Services

REC. GRP: Financial Services

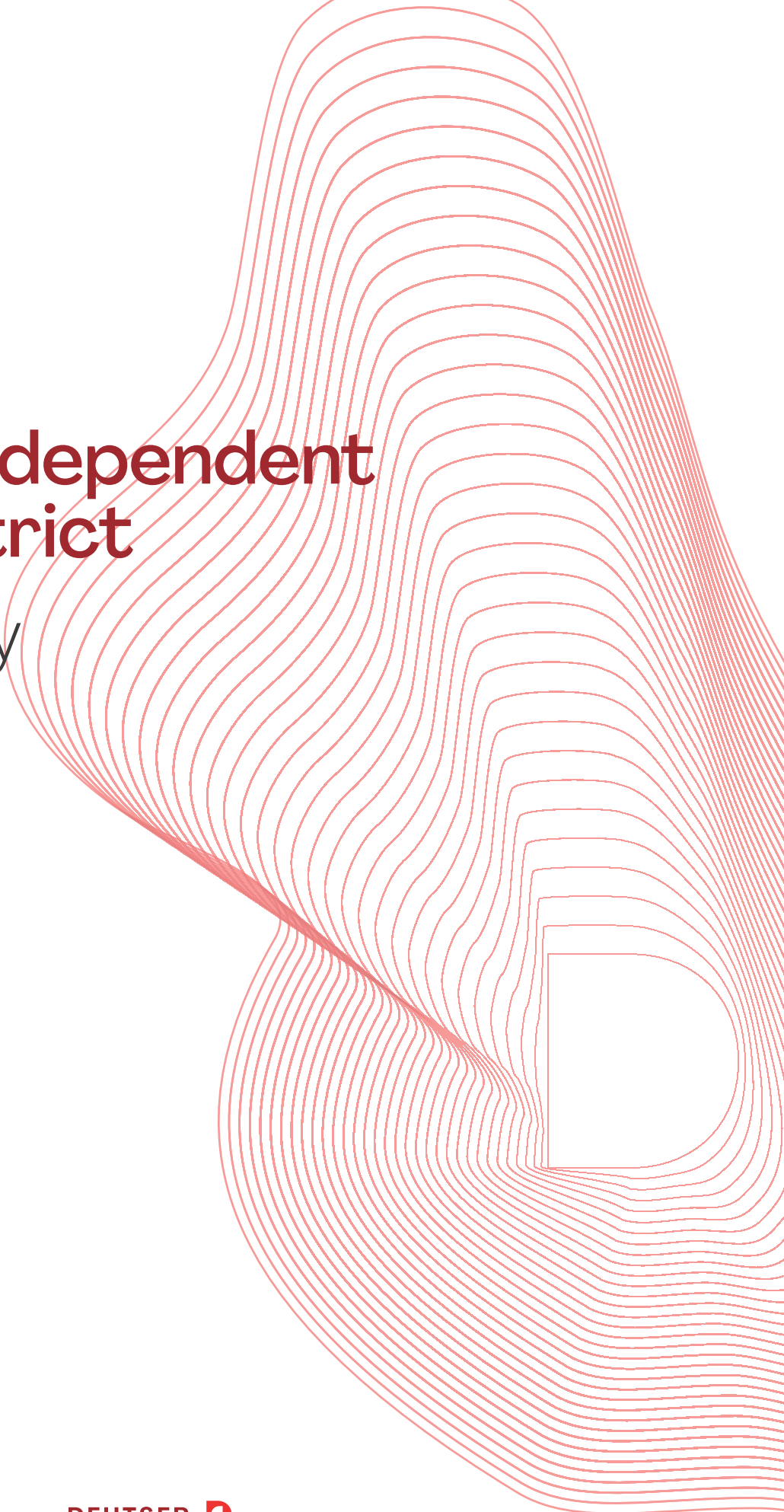
LINE#	QUANTITY	UOM	ITEM NO.	UNIT PRICE	UNIT DISC	TAX	FREIGHT	TOTAL
1	1.00000		2024 CISD Bond Program - Professional services within a changing education environment to articulate strategic changes to establish a new positioning line and develop updated brand elements and creative concepts. Section 1: Branding and Communications. Section 2: Culture and Canutillo ISD Way	49,250.00		0.00	0.00	49,250.00
			Contract: RFP 2025-19					
1	1.00000		2024 CISD Bond Program - Professional services within a changing education environment to articulate strategic changes to establish a new positioning line and develop updated brand elements and creative concepts. Section 1: Branding and Communications. Section 2: Culture and Canutillo ISD Way	49,250.00		0.00	0.00	49,250.00
			Contract: RFP 2025-19					
TOTAL								98,500.00

INSTRUCTIONS TO VENDORS

1. Reference all Packages, Packing Slips & Invoices on PO Number
2. Ship Prepaid
3. FOB Destination Only
4. Invoice in Duplicates; Attn: Accounts Payable
5. No Back Orders or C.O.D. Shipments Allowed
6. Ship Only to Address on Purchase Order
7. Tax Exempt EIN-74-6028038
8. Price Increases must be Pre-Approved

THIS PURCHASE ORDER IS NOT BINDING UNLESS
SIGNED BY AN AUTHORIZED DISTRICT OFFICIAL.

This Purchase Order is subject to Canutillo ISD's purchase order terms and conditions. All vendors have agreed to such terms as part of the vendor packet submission and approval. The terms and conditions can be viewed on our website at : www.canutillo-isd.org.



Canutillo Independent School District

Bond Survey Report

JUNE 2025

Table of Contents

Executive Summary 3

Internal Survey – Quantitative Findings 4

External Survey – Quantitative Findings 10

Internal Survey – Qualitative Findings16

External Survey – Qualitative Findings20

Appendix 24

Executive Summary

This report summarizes feedback from Canutillo ISD's internal and external bond perception surveys, which gathered both quantitative and qualitative input from staff, families, and community members as the district approaches one year since the 2024 bond was passed. Participants included faculty, staff, administrators, parents, residents, alumni, and students. Together, this data provides a clear snapshot of sentiment towards the bond across the district and the broader community.

While some respondents pointed to visible signs of progress, such as land purchases and new school planning, many expressed concerns about delays, unclear communication, and a lack of trust in how funds are being used. Others raised questions about whether current efforts reflect the priorities of students, educators, and the larger community.

Across both internal and external responses, several key themes consistently emerged:

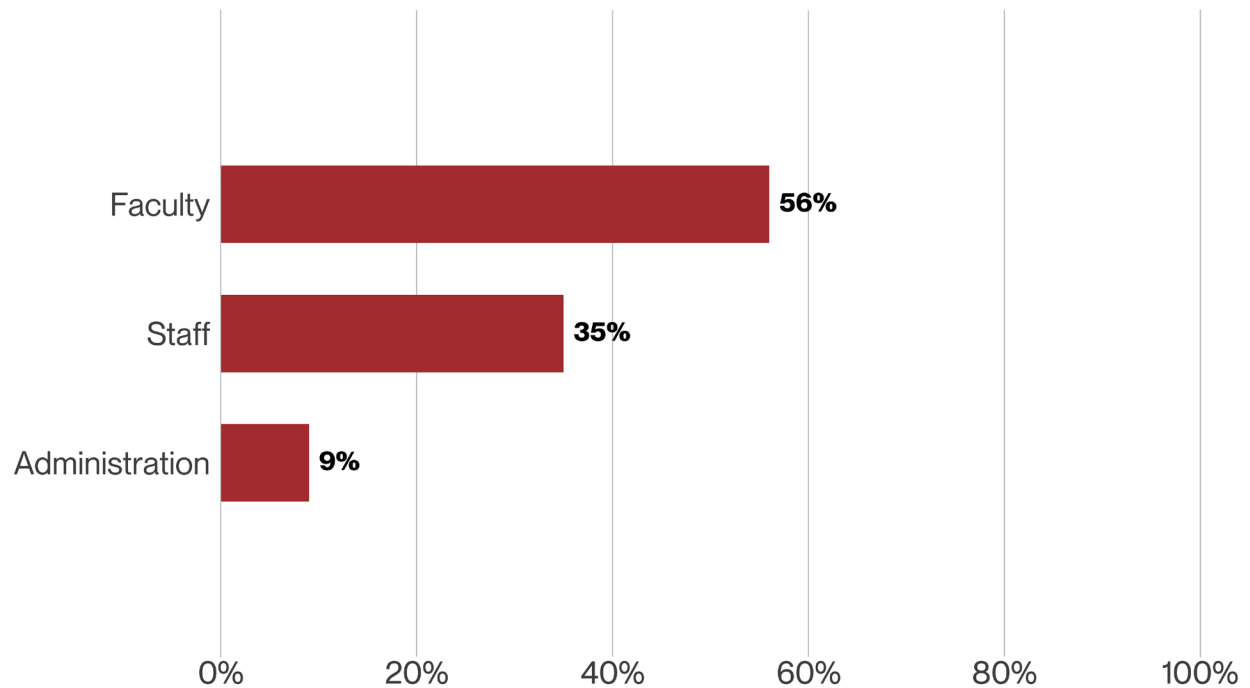
- **Visible Progress and Priorities:** While some respondents noted effective use of funds for land purchases and school construction, others expressed concern about delays and limited progress of on-the-ground improvements.
- **Bond Messaging and Trust:** Respondents voiced frustration over campaign promises tied to saving teachers, which many felt were not honored, contributing to a sense of mistrust.
- **Transparency and Financial Oversight:** Respondents across groups emphasized the need for clearer financial reporting, regular updates, and greater accountability around how bond dollars are being spent.
- **Engagement and Access:** Many respondents expressed a desire for more inclusive outreach, better communication channels, and broader opportunities for families and staff to offer feedback on bond progress.
- **Student and Teacher Impact:** Concerns emerged that bond investments were not adequately addressing classroom needs, staff retention, or student supports, particularly considering ongoing layoffs and large class sizes.
- **Perceptions of Mismanagement:** A significant number of respondents pointed to perceived issues of leadership ethics, conflicts of interest, and financial decisions that appear to favor the administration over the community's educational priorities.

These shared concerns highlight opportunities for the district to strengthen communication, rebuild trust, and ensure future bond-related efforts are more closely aligned with community and staff expectations.

Internal Survey – Quantitative Findings

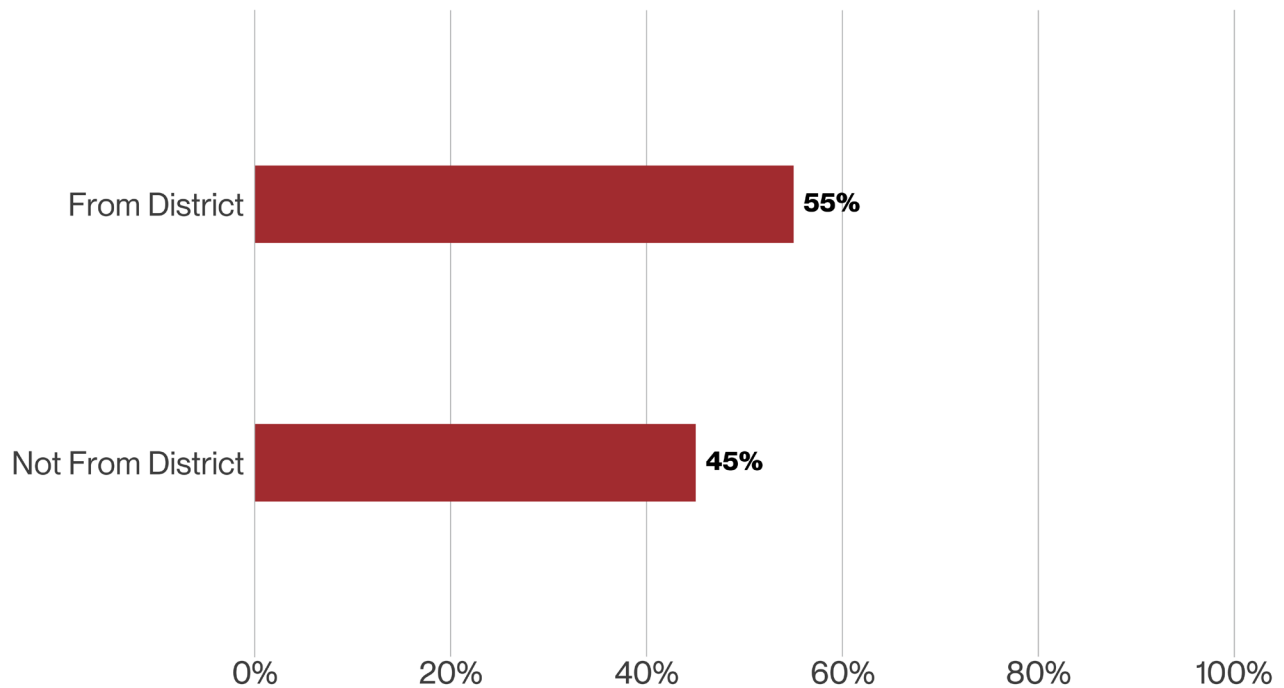
ROLE

What is your role in Canutillo ISD?



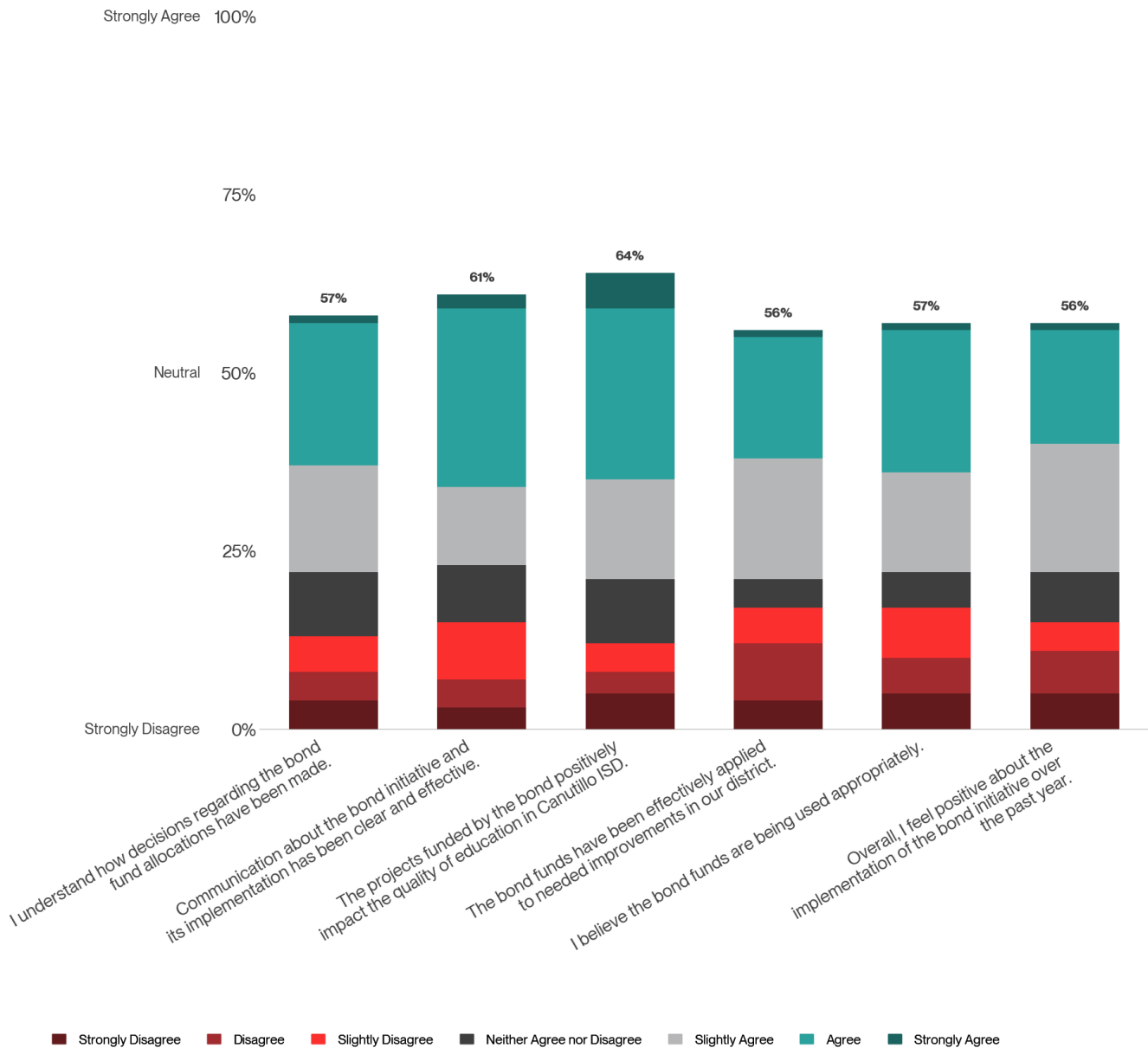
LOCATION

Do you live in the district?



ALL RESPONDENTS

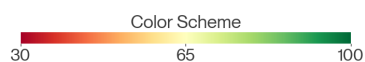
Bond Survey Items



ROLE

Bond Survey Items

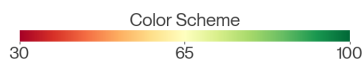
Overall, I feel positive about the implementation of the bond initiative over the past year.	79	56	55
I believe the bond funds are being used appropriately.	81	57	50
The bond funds have been effectively applied to needed improvements in our district.	76	56	52
The projects funded by the bond positively impact the quality of education in Canutillo ISD.	76	63	62
Communication about the bond initiative and its implementation has been clear and effective.	77	60	59
I understand how decisions regarding the bond fund allocations have been made.	81	55	57
	Administration	Faculty	Staff



LOCATION

Bond Survey Items

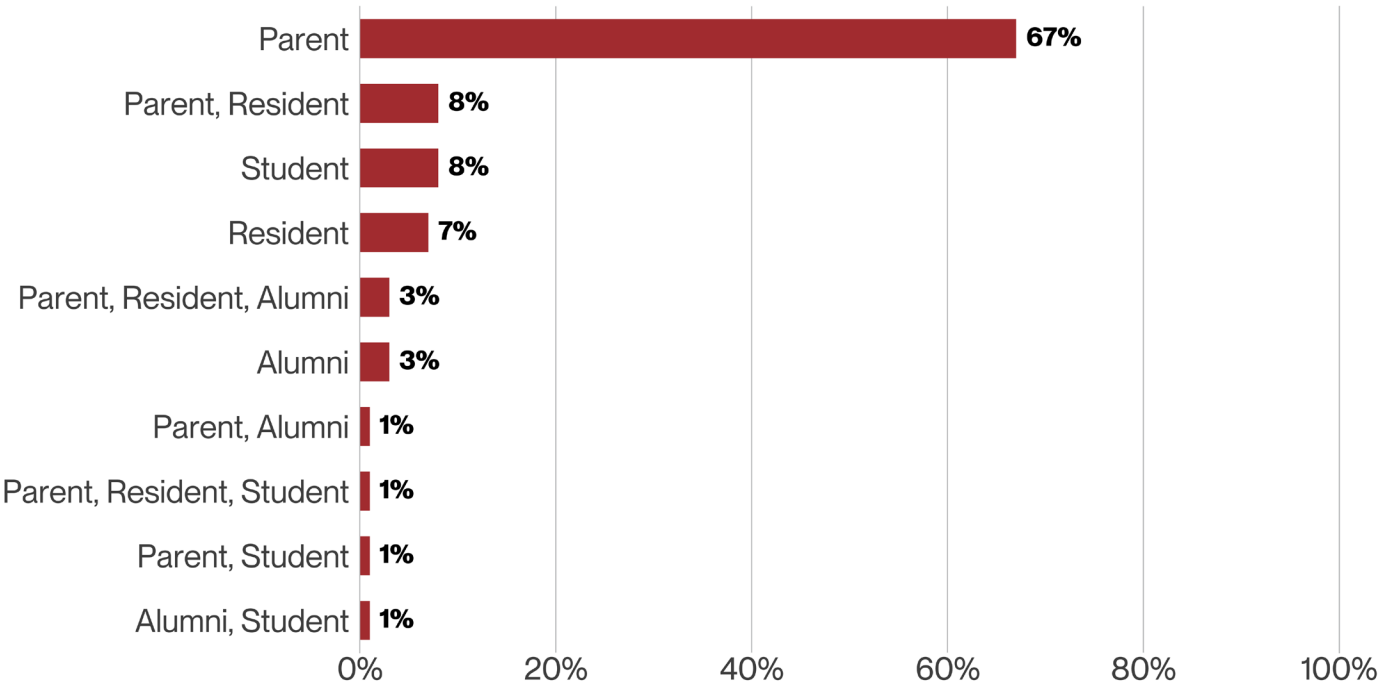
Overall, I feel positive about the implementation of the bond initiative over the past year.	58	56
I believe the bond funds are being used appropriately.	58	55
The bond funds have been effectively applied to needed improvements in our district.	56	56
The projects funded by the bond positively impact the quality of education in Canutillo ISD.	65	62
Communication about the bond initiative and its implementation has been clear and effective.	62	60
I understand how decisions regarding the bond fund allocations have been made.	63	54
	From District	Not From District



External Survey – Quantitative Findings

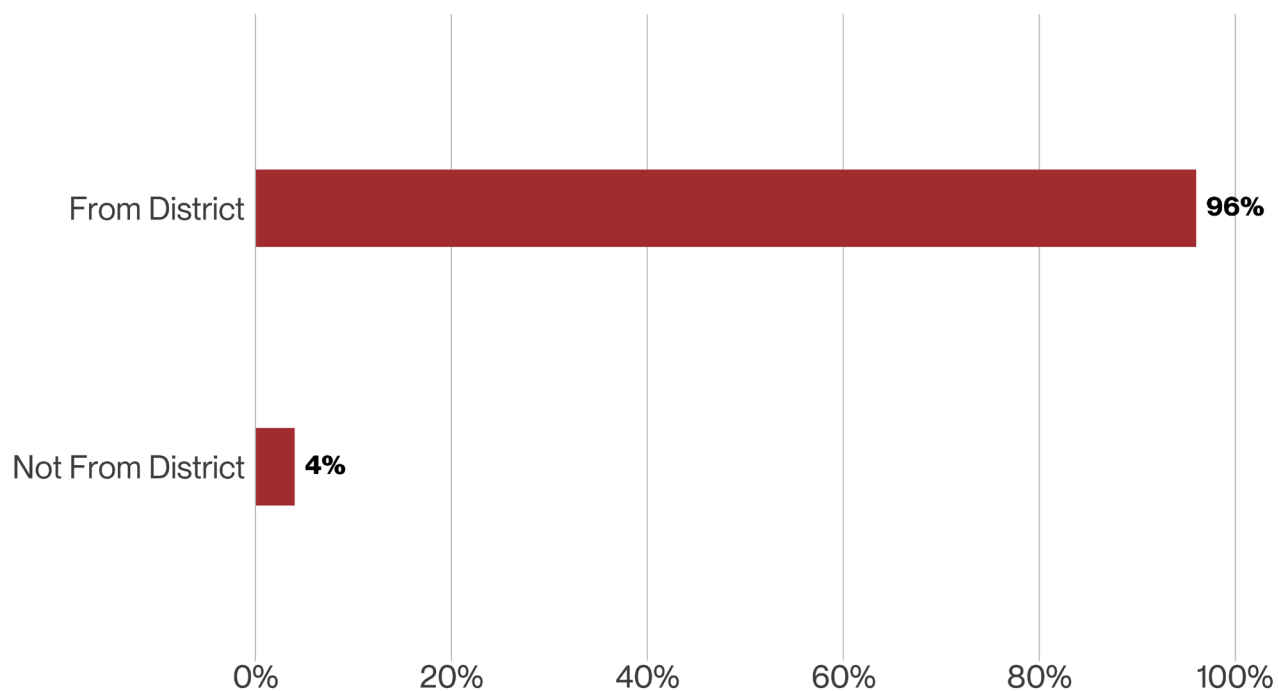
CONSTITUENTS

Please select all options that describe your connection to Canutillo ISD.



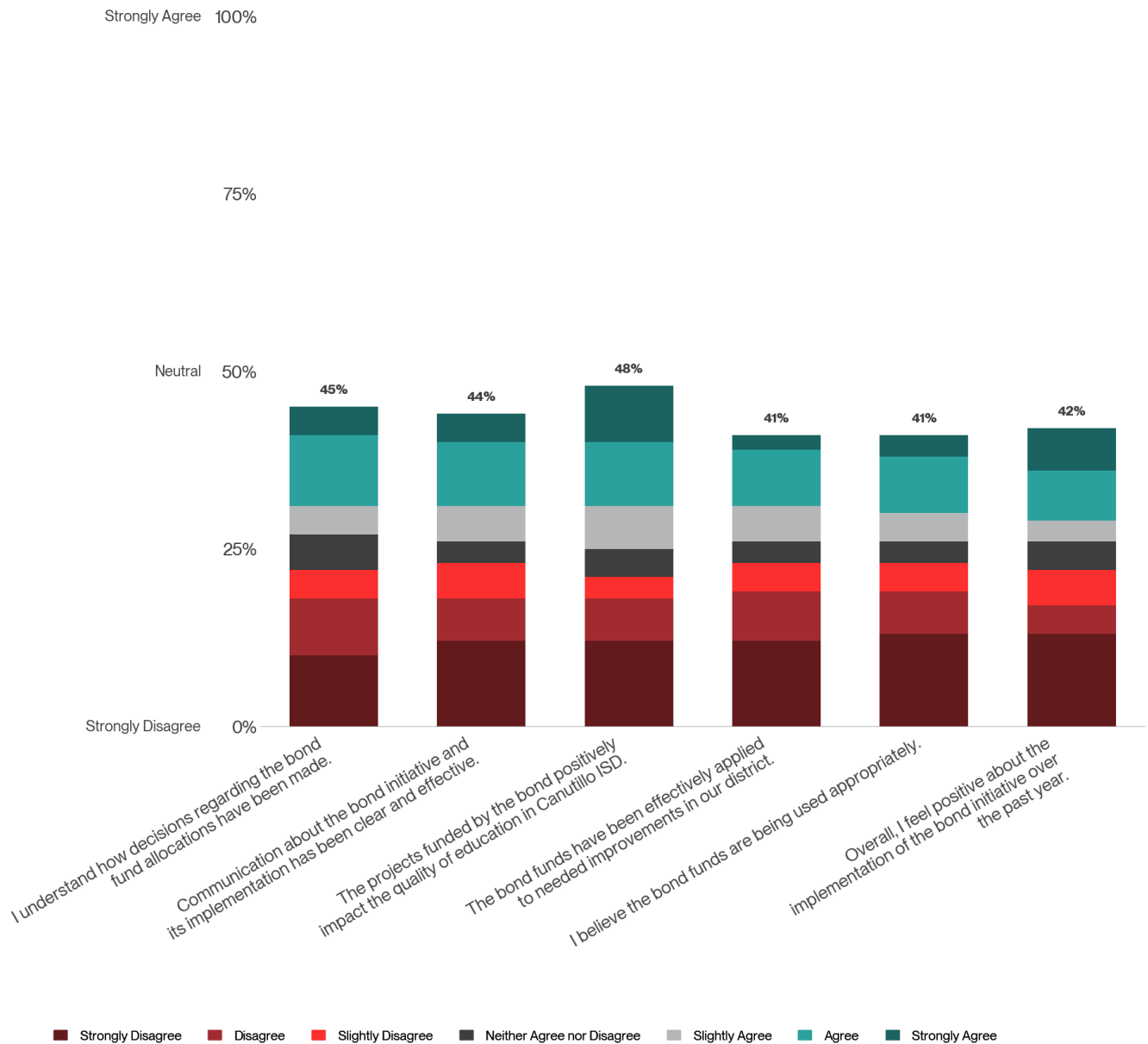
LOCATION

Do you live in the district?



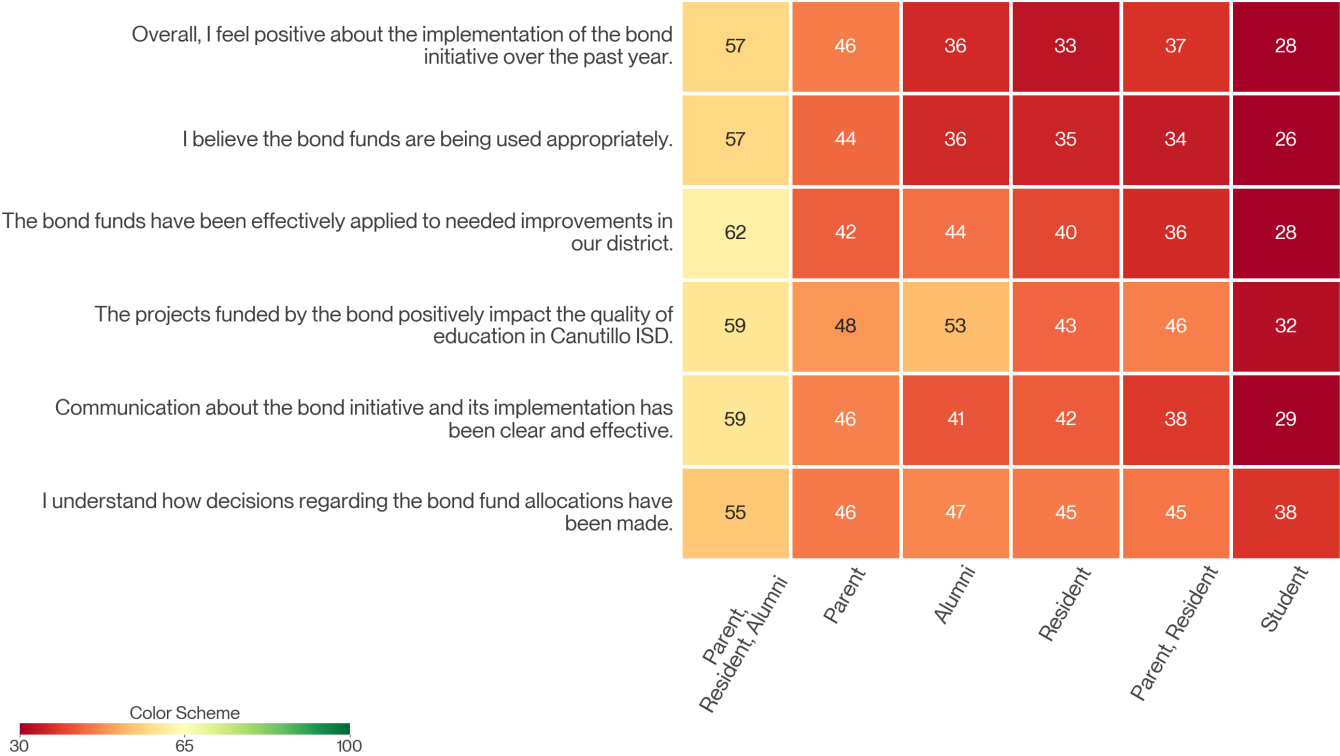
ALL RESPONDENTS

Bond Survey Items



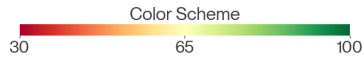
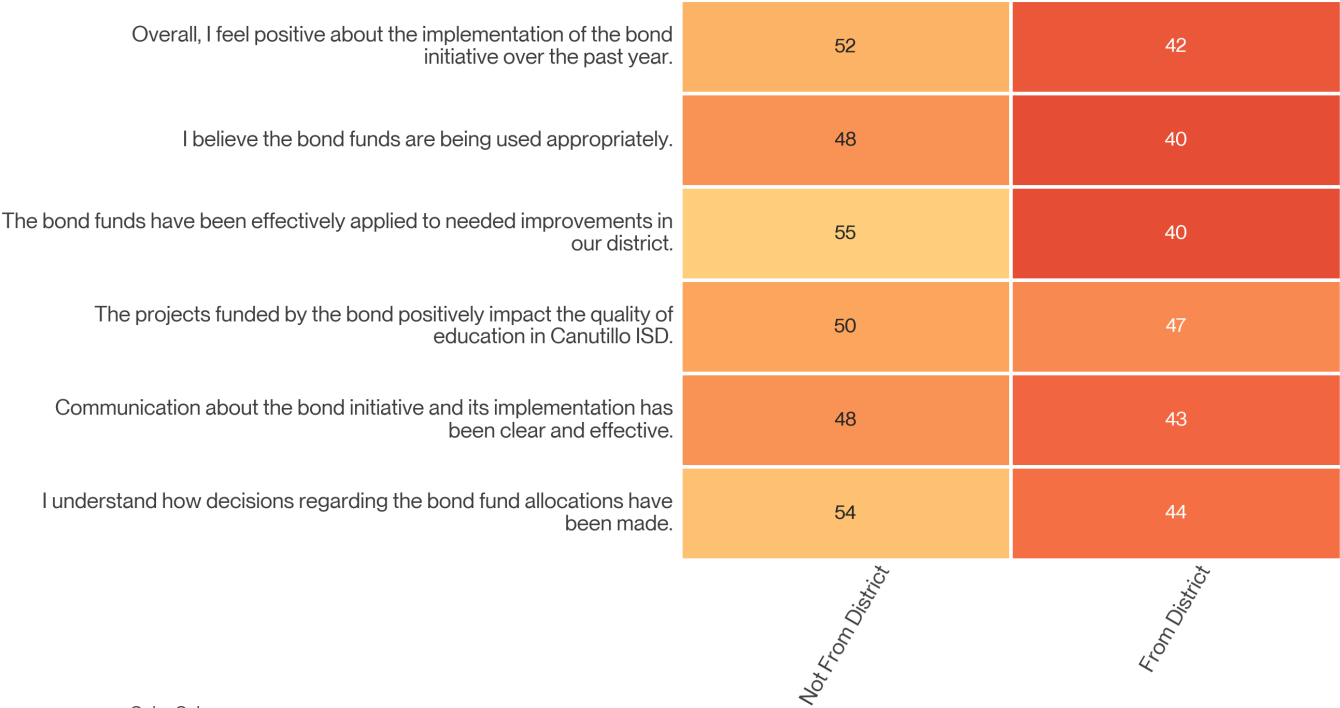
CONSTITUENTS

Bond Survey Items



LOCATION

Bond Survey Items



Internal Survey – Qualitative Findings

Themes – Internal Survey

Effective Bond Uses

The purchase of land, planning to build new schools, and addressing campus needs through maintenance and upgrades were seen as the most effective uses of the bonds so far. Respondents highlight land acquisition, safety improvements, HVAC and roof repairs, and updated lighting for athletic fields as positive steps for the district.

Quotes:

- *“The purchase of the land in areas that are critical for the district.”*
- *“Updating some of the aging infrastructure at the high school.”*
- *“Using the money for campus safety and security and HVAC/roof repairs.”*
- *“Baseball and softball lighting. THANK YOU!!!!”*

Transparent Communication

Respondents expressed frustration with the lack of visible action and updates about bond progress. Some shared that they are unsure how the money is being used and many called for more transparency around progress, delays, and decision-making. Many emphasized the need for delivering visible results to rebuild trust.

Quotes:

- *“If there are delays, address those publicly, don’t keep it a secret...be completely transparent about the good and the bad as these projects progress.”*
- *“I think many are still confused as to what the money is being used for.”*
- *“Trust is lost. If you want to fix this then show us. Actions speak louder than words. Show staff that you all care.”*
- *“You got the money, but there don’t seem to be results...Get to work actually completing projects.”*

Community Involvement

Solutions were proposed to increase transparency and community involvement, such as holding meetings at more accessible times and using QR codes, flyers, and before-and-after photos to share updates. Many emphasized the importance of keeping the community actively updated throughout projects.

Quotes:

- *“Possibly sharing before/after photos to prove the improvements at ALL affected campuses would help tremendously.”*
- *“Hold meetings when people AREN’T working. 10 am and 3:30pm are times when very few people can meet.”*
- *“Maybe put QR code updates in businesses in Canutillo that a person could scan, which would provide real-time updates on the bond initiatives in the district.”*
- *“Hosting meetings where employees and the community can provide feedback and have it taken into consideration is highly effective. This provides an opportunity for all voices to be heard. Making the meetings more known in the area via mail and flyers would be useful.”*

Spending Priorities

Respondents questioned the decision to invest in new campuses while the district remains in deficit. Many expressed frustrations over spending priorities, believing that funds should support teachers and students rather than facilities or administration. These concerns reflect overall doubts about the district’s financial oversight.

Quotes:

- *“Many faculty and staff have lost their jobs when their livelihoods depend on their positions and income just so the district can build new buildings...Furthermore, building brand new campuses is a WASTE of money. How does this better the students’ education? Students gain knowledge and receive their education from the teachers who teach quality content and provide quality education.”*
- *“Central Office has been remodeled, and the Bond money needs to be allocated to support students’ academic challenges, not administration perks.”*
- *“Think of the students and staff first, they should be the priority.”*

Bond Messaging

Messaging that connected the bond to saving teacher jobs and supporting students was a major point of frustration. Many felt the campaign promises did not align with the outcomes, especially with recent teacher layoffs. The gap between what was promised and how funds are being used has contributed to growing mistrust.

Quotes:

- *“I believe the bond’s message was ‘vote for the bond, save our teachers’ was EXTREMELY misleading.”*
- *“The bond campaign used the slogan, ‘save our teachers, save our schools.’ to get votes. But yet still cut hard working educators who work directly with students. No one, and I mean no one, in central office or anywhere for that matter in this district fights for teachers. No one.”*
- *“I believe it lied. A portion of the bond was that teachers were not in danger of losing their jobs. Feel like a lot of people were misled.”*

Bond Misconceptions

Several respondents noted ongoing confusion about how bond funds can be used. Some believed the bond could cover Canutillo ISD's budget deficit or prevent teacher layoffs. Clarifying these misconceptions will be important for rebuilding trust in the community.

Quotes:

- *"Many people feel that the Bond funds should be used to offset the budget deficit but they don't know that can't happen."*
- *"Externally, people are still confused about the nature of the bond and they do not realize that the bond money can only be used for construction and maintenance, not salaries."*
- *"People don't understand that the letting go of teachers has nothing to do with the bond."*

External Survey – Qualitative Findings

Themes – External Survey

Project Visibility

Many community members reported seeing little-to-no evidence that bond funds are being put to use. Respondents expressed confusion and frustration over the absence of updates, delayed projects, and a general lack of transparency around construction timelines. This lack of visible action has contributed to skepticism about whether the district is delivering on its promises.

Quotes:

- *“I still can’t see clearly where the bond funds have been used.”*
- *“I would have liked to see a project under construction.”*
- *“There hasn’t been a clear time frame laid out for the new schools.”*
- *“The delays are unacceptable, especially when school is about to start.”*
- *“It has not been very clear. As part of staff, we are unsure when our renovations will start—dates are being changed constantly.”*

School Construction

Several respondents identified the construction of new schools and related planning as the most visible and effective bond-related effort. These projects were seen as addressing growth in neighborhoods like Cimarron and Enchanted Hills and preparing for future enrollment. While not universally praised, this was one of the few areas where respondents recognized progress.

Quotes:

- *“The opening of the middle school to come help serve the growing community in Cimarron, Paseo Del Norte and Enchanted Hills Community.”*
- *“New middle school campuses at new locations.”*
- *“Providing schools in neighborhoods that are growing.”*
- *“Building a new middle school and upgrading existing school buildings.”*

Bond Messaging

Many respondents were frustrated by bond campaign messaging that suggested it would help “save teachers” or prevent layoffs. With staffing cuts and financial issues following the bond’s passage, these promises were perceived as misleading or dishonest. This disconnect between messaging and reality deepened feelings of mistrust toward district leadership.

Quotes:

- *“The district advertised the bond as a way to ‘save our teachers’...it was misleading.”*
- *“During the campaign some of the narrative was aimed towards ‘saving Canutillo teachers,’ but now it turns out the bond had nothing to do with teachers.”*
- *“This was supposed to better the education of our students but I do not see this happening.”*
- *“The bond was supposed to save the district and eliminate its established debt.”*

Transparent Communication

Respondents repeatedly called for greater transparency in how bond funds are being spent. Suggestions included monthly financial reports, itemized spending updates, and more honest communication about delays or setbacks. Many expressed that better information would rebuild trust and make the process more accountable to the public.

Quotes:

- *“There needs to be better transparency on how bond money is being used.”*
- *“Publish all contracts associated with the bond projects or accurate cost data of what was spent and how.”*
- *“Make financial records easily accessible online.”*
- *“There are no clear accounts—we need a statement of account each month on how they spend the bond.”*
- *“Better communication as to how funds are being allocated.”*

Community Engagement

Many felt that current communication efforts don’t reach enough people or offer meaningful opportunities for input. Suggestions included better use of social media, flyers, neighborhood outreach, and public meetings held outside of work hours. Respondents emphasized that community engagement is critical to restoring confidence and improving decision-making.

Quotes:

- *“Send texts and emails including a link of information or summary of bond expenditures.”*
- *“Monthly emails with a summary on what was done during the month to show progress.”*
- *“Establish a community oversight committee for bond funds.”*
- *“Hold monthly public updates on projects and spending.”*
- *“Go to neighborhoods—not just the rich neighborhoods but the low class too.”*

Student and Teacher Needs

A common concern was that bond spending prioritized facilities and administration over teachers and students. Respondents pointed to teacher layoffs, large class sizes, and the lack of classroom resources as evidence that student needs are not being centered. Many suggested redirecting funds to better support instruction, extracurriculars, and staff retention.

Quotes:

- *“The classrooms are overfilled and we have a shortage of teachers.”*
- *“You got all this money and yet class sizes are increasing.”*
- *“Fancy schools do not mean better education. Better teachers and staff do.”*
- *“KIDS FIRST—not just buildings.”*
- *“Invest time in programs, classes, and retaining good teachers.”*

Mismanagement and Corruption

A significant number of respondents voiced concerns about unethical behavior, mismanagement, and personal gain among district leadership. These perceptions of corruption and self-interest have led to widespread distrust in how the bond has been implemented.

Quotes:

- *“Buying land and paying the superintendent to retire isn’t good use of taxpayer money.”*
- *“Someone on the board is pocketing that money.”*
- *“This is public corruption plain and simple.”*
- *“The contractors... should not have any type of relationship with board members.”*
- *“They approved in November 2024 a 6-month salary severance clause. The district is already doing bad financially and they knew that before approving that clause.”*

Appendix

Appendix – Internal Survey

INTERNAL SURVEY – THEMES BY QUESTIONS

In your view, what has been the most effective use of bond funds so far?

School Construction

The purchase of land and building new schools are seen as the most effective uses of bond funds so far. Many referenced acquiring land and property, designing campuses, and planning new facilities as useful investments for Canutillo ISD.

Quotes:

- *“It seems the funds are being put toward useful facilities.”*
- *“Plans to create and build new schools.”*
- *“The purchase of the land in areas that are critical for the district.”*

Campus Improvements

Maintenance, safety upgrades, and new installations were noted as effective uses of bond funds. Respondents mentioned improvements such as Wi-Fi upgrades, HVAC and roof repairs, and updated security. Many also appreciated the new baseball and softball field lights, as well as ongoing maintenance to support aging infrastructure.

Quotes:

- *“Updating some of the aging infrastructure at the high school.”*
- *“Using the money for campus safety and security and HVAC/roof repairs.”*
- *“Baseball and softball lighting. THANK YOU!!!”*

Visibility and Understanding

Some respondents expressed uncertainty about how bond funds have been used so far. Several noted ineffective use of bonds and a lack of completed projects. Others mentioned confusion about what the bond is funding or felt it was too early to assess its impact.

Quotes:

- *“I don’t know as we haven’t seen improvements done yet.”*
- *“I think many are still confused as to what the money is being used for.”*
- *“I have not seen any effective uses of the bond funds thus far.”*

How would you describe your overall feelings regarding how the district has navigated the bond initiative?

Communication and Community Involvement

Many respondents shared positive feelings about how the district has communicated the bond initiative. Several mentioned clear communication, transparency, and efforts to involve the community through meetings and updates. However, some expressed concerns about withholding information and meetings being held at difficult times for people to attend.

Quotes:

- *“I think the district has done a wonderful job explaining the Bond. I feel like I get a lot of information about it.”*
- *“I like how the community is involved in the process and the district being transparent in navigating this initiative.”*
- *“Not enough communication, not everyone can attend meetings so you should share information openly on your social media accounts or websites.”*

Project Management

Some respondents shared positive views about the district’s planning, timeliness, and potential impact for the future. However, a larger portion of respondents raised concerns about project management, delays, the district’s budget deficit, and new building location choices, all contributing to mistrust.

Quotes:

- *“I strongly believe we are on the correct pathway to achieve our objective when it comes to building for the future.”*
- *“The traffic that already exists, compounded with additional buildings, staff, students, cars, buses, etc. Obviously, it was never thought out and CONSIDERED IN THE BOND PLANNING SPENDING!”*
- *“Better planning to have bulk of remodeling in summer rather than displacing teachers and students. Not looking forward to a chaotic start of the 2025/2026 school year.”*
- *“There’s been a lot of talk, but very little action. Has any project actually broken ground? Didn’t the original timeline for the Northwest building originally involve construction by now?”*

Bond Messaging

Respondents expressed frustration with the messaging that tied the bond to saving teachers and supporting students. Many felt misled by campaign slogans and shared concerns about teacher layoffs, impact on students, and spending on central office. These perceived contradictions have contributed to mistrust and disappointment.

Quotes:

- *“I believe the bond’s message was ‘vote for the bond, save our teachers’ was EXTREMELY misleading.”*
- *“Iffy, it feels counter intuitive that we are building new schools but laying off teachers and personnel.”*
- *“The bond campaign used the slogan, ‘save our teachers, save our schools.’ to get votes. But yet still cut hard working educators who work directly with students. No one, and I mean no one, in central office or any where for that matter in this district fights for teachers. No one.”*

Spending Priorities

Many questioned the decision to build new campuses while the district remains in a deficit, expressing frustration over spending priorities and project costs. Some also pointed to administrative expenses as signs of poor financial oversight. These concerns have contributed to doubts about the district’s financial management and ability to recover the budget deficit.

Quotes:

- *“Ridiculous to have a 400-million-dollar bond advertised in 2024 as a way to ‘get our district out of the multi million-dollar deficit’ and then to not use the bond to get the district out of the deficit and solely use the funds to build brand new campuses is stupidity.”*
- *“Many faculty and staff have lost their jobs when their livelihoods depend on their positions and income just so the district can build new buildings...Furthermore, building brand new campuses is a WASTE of money. How does this better the students’ education? Students gain knowledge and receive their education from the teachers who teach quality content and provide quality education.”*
- *“Central Office has been remodeled, and the Bond money needs to be allocated to support students’ academic challenges, not administration perks.”*

Are there any misconceptions or inaccurate narratives about the bond initiative you’ve heard of? Please explain.

Deficits and Salaries

Respondents pointed to misconceptions about how bond funds can be used. Many shared that people believe the bond should cover the district’s deficit, prevent job cuts, or fund teacher salaries and raises. These misunderstandings have caused confusion and frustration, making it important to clarify what bonds can and cannot be used for.

Quotes:

- *“Many people feel that the Bond funds should be used to offset the budget deficit but they don’t know that can’t happen.”*
- *“Externally, people are still confused about the nature of the bond and they do not realize that the bond money can only be used for construction and maintenance, not salaries.”*
- *“People don’t understand that the letting go of teachers has nothing to do with the bond.”*

Vendor Selection

Some respondents raised concerns about the fairness of the business selection process for bond projects. Several mentioned hearing that companies were chosen before bids were submitted, selected vendors had ties to board members, or decisions were being made for personal gain. Others expressed disappointment that more local businesses were not included and called for greater clarity around vendor selection.

Quotes:

- *“The process of choosing companies for bond projects not being fair. It is said that we know who we are choosing before people even submit their info.”*
- *“I have heard that some of the businesses selected through the bidding process are not local and have ties to those in charge of the bond.”*
- *“I’m concerned not enough local businesses have been considered and selected for many of the projects, especially the new buildings.”*
- *“There are those that think the bond decisions are being done behind closed doors and spreading the narrative that certain board members are getting rich off the bonds.”*

Do you have any specific recommendations for how Canutillo ISD can better communicate the impact and value of the bond initiative to the community?

Transparency and Updates

Respondents emphasized the need for transparent and consistent updates about bond progress. Specifically, there were requests for clear timelines, honest public explanations for any delays, and information on where the money is being spent and why. Others expressed frustration and urged the district to show visible action to rebuild trust. Transparency and action were seen as key to restoring confidence in the bond initiative.

Quotes:

- *“If there are delays, address those publicly, don’t keep it a secret...be completely transparent about the good and the bad as these projects progress.”*
- *“Get to work actually completing projects and let the community know the status of each project as time goes on.”*
- *“Trust is lost. If you want to fix this then show us. Actions speak louder than words. Show staff that you all care.”*
- *“Be more transparent about who is chosen for projects and why/what costs.”*

Communication Channels

Many recommended using emails, social media, news outlets, and phone calls more consistently, while avoiding costly mailers. Others emphasized the need for more accessible public meetings, better outreach at community events, and tools like FAQs or QR codes to keep people informed. Involving families, local businesses, and stakeholders in the process was seen as critical to building stronger connections and trust.

Quotes:

- *“Maybe put QR code updates in businesses in Canutillo that a person could scan, which would provide real-time updates on the bond initiatives in the district.”*
- *“Hosting meetings where employees and the community can provide feedback and have it taken into consideration is highly effective. This provides an opportunity for all voices to be heard. Making the meetings more known in the area via mail and flyers would be useful.”*
- *“Make stronger and positive connections with local media. While Canutillo ISD is building for the future other school districts are actually closing schools.”*
- *“Hold meetings when people AREN’T working. 10 am and 3:30pm are times when very few people can meet.”*

Do you have any additional comments, suggestions, or concerns regarding the bond initiative or its impact on the district?

Student and Teacher Needs

The timing and impact of bond projects on students and staff were a concern for some. Comments pointed to construction beginning during the school year, causing unnecessary disruption to teaching and learning. Others highlighted the need to follow through on commitments, reduce administrative focus, and keep support for teachers and students as the district’s top priority.

Quotes:

- *“Focus on the primary purpose a public school was created to achieve. Educate Students! TOP (Administration) heavy needs to be REDUCED.”*
- *“Do better, be better. Don’t be a leader if you don’t expect to be called out or challenged. Think of the students and staff first, they should be the priority.”*
- *“Why will the project start until September when we are trying to teach. Why is it going to take so long, and staff need to be moving around to different room with students? It’s going to have impact on student learning.”*

Enrollment Challenges

Some questioned whether new facilities alone would be enough to attract or retain students, especially in light of staff layoffs. Others challenged the district’s narrative around declining enrollment, pointing to growth in surrounding neighborhoods and calling for more investment in recruitment and quality personnel.

Quotes:

- *“I am concerned that the new facilities alone will not be enough to draw new enrollment. What effects do our current cuts (eliminating programs/staff) have on our future?”*
- *“Enrollment continues to drop. We will have brand new facilities, less kids which means less staff. How can this be positive for the humble people of Canutillo?”*
- *“Investing more in recruiting and routine quality personnel.”*

Board Leadership

A few respondents noted that board member mindset plays a role in the success of the bond initiative. Some felt that certain board members need to show more positivity and belief in the community. Others emphasized the importance of school leaders actively championing the bond to build trust and unity across campuses.

Quotes:

- *“First change the mentality of some of the board members. They need to be more positive and believe in the community.”*
- *“Be sure that both principals and assistant principals should be champions of this bond and initiatives, and I feel my admin team hasn’t done a good job of that.”*

Progress Updates

Communicating visible progress was a key suggestion from several respondents. Ideas included sharing before-and-after photos, detailed timelines, and clear updates on projects. These efforts were seen as important for helping the community understand what the bonds are being used for, recognize the impact of the bond, and stay engaged throughout the process.

Quotes:

- *“Many community members may not understand the technicalities of what is going on, and how important it was to pass. Possibly sharing before/after photos to prove the improvements at ALL affected campuses would help tremendously.”*
- *“Continue to keep the community as involved and informed as possible!”*
- *“Thoroughly explain the bond improvements at Canutillo High School. Specifically, a timeline.”*

Project Follow-Through

Respondents emphasized the need for the district to take visible action and deliver on promises made during the bond campaign. Comments reflected urgency around getting projects started, showing results, and maintaining public trust. Lack of progress was seen as a risk to future community support.

Quotes:

- *“You got the money, but there don’t seem to be results...Get to work actually completing projects.”*
- *“Just keep your promises. If you are looking out for the best interest of our kids. Stand firm and follow through before making those decisions.”*
- *“Just get started and work quickly.”*

Administrative Spending

Concerns were raised about spending priorities, particularly related to the Central Office. Respondents questioned the use of funds on non-essential materials and furnishings, especially given the district’s financial deficit. Suggestions include scaling back Central Office investments to ensure resources are focused on student and teacher needs.

Quotes:

- *“If projects are already over cost, then lay off with the high-end furnishings, or the upgrades to Central Office. Last I remember, CO was NOT part of the bond.”*
- *“Use it on what its needed and NOT on trips for Central Office staff.”*
- *“If the cost of the new schools will increase then start removing non-essential material. As mentioned during board meetings, we are now in a deficit with the cost of new builds.”*

Appendix – External Survey

EXTERNAL SURVEY – THEMES BY QUESTIONS

In your view, what has been the most effective use of bond funds so far?

School Construction

Many respondents pointed to the construction of new schools as the most visible result of bond spending. These projects were described as necessary to serve growing neighborhoods and keep up with future enrollment needs. Some also mentioned land purchases and planning efforts that are underway.

Quotes:

- *“The opening of the middle school to come help serve the growing community in Cimarron, Paseo Del Norte and Enchanted Hills Community.”*
- *“New middle school campuses at new locations.”*
- *“Providing schools in neighborhoods that are growing.”*
- *“Buying the land to begin construction.”*

Visibility and Understanding

Visible outcomes from the bond remain unclear. Some respondents noted that their campuses had not received any updates, while others expressed uncertainty about what, if any, work had been completed. The lack of clear communication or noticeable improvements left many unsure about the bond’s impact so far.

Quotes:

- *“I haven’t seen any changes.”*
- *“I still can’t see clearly where the bond funds have been used.”*
- *“Hard to say. I would have liked to see a project under construction.”*
- *“Has not affected the high school. Therefore, don’t know how effective it is.”*
- *“The only visual verification I have is the baseball lights at CHS.”*

Athletic Facility Lighting

Lighting for athletic fields was one of the most frequently mentioned projects. Respondents said it helped reduce missed class time for student-athletes and allowed for better scheduling. In some cases, this was the only improvement people felt they had seen completed.

Quotes:

- *“Softball and baseball field lights. This helped athletes not miss so much classroom time due to games having to be scheduled earlier due to lack of lighting! This helped in academics and athletics.”*
- *“The installation of the softball and baseball field lights.”*
- *“Softball/baseball field lights at CHS.”*
- *“Only quality of life improvement that comes to mind are the lights on the baseball field at CHS”*

General Repairs and Upgrades

Respondents mentioned a variety of campus upgrades, including flooring replacements, new security systems, and other building repairs. These projects were seen as necessary and helpful in maintaining aging facilities.

Quotes:

- *“The repairs needed at elementary schools.”*
- *“Replacing carpets with vinyl flooring has been a hit!”*
- *“Repairing schools that are already in place.”*
- *“Security upgrades with cameras and new phone systems.”*

Spending Priorities

Concerns were raised about how bond funds were being allocated, especially regarding administrative uses. A number of respondents questioned whether the spending prioritized student needs or campus improvements.

Quotes:

- *“Only seen the administration building updated.”*
- *“The district building, in my opinion, did not need a remodeling. Why does it always feel like the admin benefits from this bond but not the students.”*
- *“They approved in November 2024 a 6-month salary severance clause. The district is already doing bad financially and they knew that before approving that clause. How is that effective?”*
- *“Not much of anything, because the children should be prioritized more than the Administration Office.”*
- *“I believe nothing had been used for the benefit of the student and/or staff.”*

How would you describe your overall feelings regarding how the district has navigated the bond initiative?

Financial Mismanagement

A significant number of respondents expressed frustration and distrust toward the district's handling of bond funds. Many felt that decisions favored administrative interests over student needs and questioned the ethics behind certain financial choices. Perceptions of corruption, financial mismanagement, and a lack of transparency were frequent and strongly worded.

Quotes:

- *"There are ulterior motives for this bond initiative."*
- *"My feelings are that there is a lot of corruption in the district."*
- *"I don't agree with how it's been navigated due to the losing of teachers and programs."*
- *"Cutting down in staff does not make sense."*
- *"The school wonders why they're in debt and use the money in a dumb way."*
- *"It's frustrating and disappointing to see that while classrooms go without essential supplies, those in higher positions seem to benefit financially from these bond measures."*

Communication Efforts

Some respondents felt the district had made a sincere effort to communicate about the bond. They cited community meetings, website updates, and inclusion in planning efforts. However, most also expressed reservations, pointing to issues with timing, outreach, or transparency. A few mentioned that meetings were difficult to attend or that some leaders had withheld information.

Quotes:

- *"They have done a great job keeping people informed on the status and stages for each initiative."*
- *"It seems that not everything has been disclosed to the community before an action is taken."*
- *"The district is trying to be more transparent, which is a positive. That is my impression so far."*
- *"I still feel the transparency is lacking significantly."*
- *"Better communication as to how funds are being allocated."*

Project Planning

While a few respondents praised the district's planning and vision, a larger group voiced concerns about delays, lack of visible progress, or decisions that seemed poorly thought out. Some questioned the timing of construction, the pace of progress, and the decision-making around school locations.

Quotes:

- *“It has not been very clear. As part of staff, we are unsure when our renovations will start—dates are being changed constantly.”*
- *“I am nervous they will run out of funds before completing the building improvements at JDE.”*
- *“Knowing that construction at CES will not possibly begin until mid-September is worrying since school will be in full session.”*
- *“Please move forward with the construction at CES during the summer. Expedite this process.”*

Are there any misconceptions or inaccurate narratives about the bond initiative you’ve heard of?

Bond Messaging

Several respondents expressed frustration with the way the bond was promoted, particularly around the message that it would “save teachers.” Many recalled hearing this claim during the campaign and felt misled when teacher layoffs and budget issues followed. The gap between the messaging and the outcome contributed to feelings of betrayal and mistrust toward district leadership.

Quotes:

- *“The district advertised the bond as a way to ‘save our teachers’...it was misleading”*
- *“During the campaign some of the narrative was aimed towards ‘saving Canutillo teachers,’ but now it turns out the bond had nothing to do with teachers.”*
- *“This was supposed to better the education of our students but I do not see this happening.”*
- *“The bond was supposed to save the district and eliminate its established debt.”*

Financial Conflicts

Many respondents voiced concerns about unethical behavior or favoritism in the handling of bond funds. Specific claims included conflicts of interest, personal financial gain among board members or administrators, and project decisions that seemed to benefit leadership rather than students or schools. These perceptions contributed significantly to public distrust.

Quotes:

- *“How the horse farm was acquired for the junior high school and how there is a monopoly on construction.”*
- *“I have heard that... those with the most power in the district have used some of the bond money for their own personal gain instead of using the money wisely.”*
- *“The contractors... should not have any type of relationship with board members.”*

Do you have any specific recommendations for how Canutillo ISD can better communicate the impact and value of the bond initiative to the community?

Transparent Communication

Many respondents felt strongly that the district needs to provide clearer and more consistent updates about how bond funds are being spent. Participants expressed frustration over vague or delayed information and recommended specific improvements such as itemized spending breakdowns, monthly progress updates, and clearer public records.

Quotes:

- *“There needs to be better transparency on how bond money is being used.”*
- *“Publish all contracts associated with the bond projects or accurate cost data of what was spent and how.”*
- *“There are no clear accounts—we need a statement of account each month on how they spend the bond.”*
- *“As a concerned member of the Canutillo community, I believe it’s time for serious improvement in how the school district communicates with the public and manages bond funds.”*
- *“Send better tracking of goals and achievements and how they’re tracking against budget.”*

Communication Channels

Respondents stressed the need for using multiple platforms to reach families and residents who may not attend board meetings or regularly visit the district website. Suggestions included text alerts, email summaries, school newsletters, social media posts, and printed mail. The underlying concern was that current communication does not reach enough people and is often not accessible or timely for the broader community.

Quotes:

- *“Newsletters, school social media, direct mail.”*
- *“Send texts and emails including a link of information or summary of bond expenditures.”*
- *“Post on Instagram. Maybe once excitement slows down from graduation, share Procedeo’s IG updates.”*
- *“Create a website or page explaining how the bonds are used.”*
- *“Monthly emails with a summary on what was done during the month to show progress.”*

Community Engagement

A recurring recommendation was for the district to increase community involvement in oversight and decision-making. Several respondents proposed forming advisory or oversight committees that include residents and parents. Others called for more public meetings, improved bilingual outreach, and stronger efforts to meet people where they are, including in lower-income neighborhoods that may feel disconnected from district decisions.

Quotes:

- *“Establish a community oversight committee for bond funds.”*
- *“They should have more meetings with the employees and parents—not just scheduled meetings for hearings.”*
- *“Go to neighborhoods—not just the rich neighborhoods but the low class too.”*
- *“Call the news, let the community know of small and big changes as they happen in all the different campuses.”*
- *“Get the community involved.”*

Do you have any additional comments, suggestions, or concerns regarding the bond initiative or its impact on the district?

Mismanagement and Corruption

Frustration with district leadership came through clearly in a large number of responses. Accusations included misuse of bond funds, conflicts of interest, and unethical behavior by administrators and board members. Many felt the bond process lacked integrity and benefited the wrong people.

Quotes:

- *“Fire the entire board and start from scratch.”*
- *“Get rid of the fraudulent activities.”*
- *“This is public corruption plain and simple.”*
- *“Remove those members whose only best interest is their own financial pockets.”*
- *“Why does the administration always benefit, not the students?”*

Student Needs

Several respondents said the bond has not led to meaningful improvements for students. They felt funds have gone toward construction and central office upgrades rather than directly enhancing education. Specific concerns included teacher layoffs and a lack of classroom resources. Respondents offered suggestions for redirecting bond funds toward academics, extracurriculars, and student-centered supports.

Quotes:

- *“The classrooms are overfilled and we have a shortage of teachers.”*
- *“Fancy schools do not mean better education. Better teachers and staff do.”*
- *“KIDS FIRST—not just buildings.”*
- *“Invest time in programs, classes, and retaining good teachers.”*
- *“Bond money should go toward learning tools and real-world skill programs.”*

Community Trust

Many respondents pointed to a disconnect between the district and the community. They called for detailed financial reporting, more honesty in planning, and a greater role for the public in decisions about bond implementation. Some felt that updates were either vague or insufficient and suspected that community feedback was being ignored.

Quotes:

- *“What’s the point of communicating if you still do whatever you want?”*
- *“I thought we would get a vote on where new schools would be built.”*
- *“The opinion of the community and taxpayers counts, yet the district never listens.”*
- *“There are no clear accounts. We need a monthly statement of how the bond is being spent.”*

Delays and Execution

Concerns about the pace and planning of bond projects were common. Some questioned why visible work hadn’t started over summer break, while others felt timelines had not been clearly communicated. A few pointed out that delays had led to lost time that could have been used to make real progress. Respondents said they expected to see physical improvements sooner given the size and urgency of the bond.

Quotes:

- *“Why are we wasting these 8 weeks doing no renovations?”*
- *“I would have liked to see a project under construction.”*
- *“The delays are unacceptable, especially when school is about to start.”*
- *“Still waiting to see some actual improvement from the bond.”*
- *“There hasn’t been a clear time frame laid out for the new schools.”*

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