

Agenda of Regular Meeting

The Board of Trustees Canutillo ISD

A Regular meeting of the Board of Trustees of Canutillo ISD will be held September 22, 2026, beginning at 6:00 PM in the Canutillo ISD Administration Office, 7965 Artcraft, El Paso, TX 79932.

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

Although one or more board members may participate by video conference call, a quorum of the Board of Trustees will be physically present at this location for purposes of this meeting and in conformance with the Texas Open Meetings Act. One or more of the vendors being considered at this meeting may appear through video conference call/Microsoft Teams/Zoom. Any such presentation will be visible and audible to anyone attending the open meeting.

1. GENERAL FUNCTIONS-OTHER

- A. Call to Order
- B. Roll Call
- C. Pledge of Allegiance
- D. Texas Pledge of Allegiance
- E. CISD Vision and Mission Statements

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2. BOARD HONORS

- A. Recognition of Davenport Elementary School Attendance Clerk Indira Lopez for her Quick Response and Intervention During a Student Medical Emergency, Contributing to the Timely Medical Intervention That Saved the Student's Life.
Presenter: Gustavo Reveles
- B. Recognition of Damian Elementary School Teacher Dr. Nancy Torres for her Selection as the 2026 Region 19 Elementary Teacher of the Year.
Presenter: Gustavo Reveles

3. OPEN FORUM-OTHER

Any person wishing to address the Board during the period reserved for public comment at a Board meeting must sign up to be heard, in accordance with District policy BED(LOCAL):
Each participant will be limited to **THREE MINUTES** to make comments to the Board. The Board is **NOT** permitted to discuss or act upon any issues that are not posted on the agenda for tonight's meeting.
For further information on those policies, contact the Superintendent's Administrative Assistant.

4. BOARD OF TRUSTEE BUSINESS

- A. Discussion and Possible Action for Approval on School Health Advisory Council (SHAC) Annual Report and Presentation
Presenter: Julie Scott & Dr. Monica Reyes

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B.	Consideration and Appropriate Action on an Order Authorizing the Defeasance and Calling for Redemption of Certain Currently Outstanding Debt Obligations of the District; Directing that Authorized District Officials Effectuate The Redemption of Such Obligations; Authorizing the Execution of an Escrow Agreement; and Resolving Other Matters in Connection Therewith. Presenter: Arnold Cantu/C Pulley	22
C.	Public Hearing	
1.	A Public Hearing Will be Held Regarding the 2026-2027 Property Tax Rate. The Public is Invited to Attend and Provide Public Comment. Presenter: Cristy Pulley	29
D.	Consider Approval of Tax Rate for the FY 2027 School Year.	
1.	Consider Approval of the 2026-2027 Maintenance and Operations Tax Rate. Presenter: Cristy Pulley	
2.	Consider Approval of the 2026-2027 Interest and Sinking Fund Tax Rate. Presenter: Cristy Pulley	
3.	Approval of Resolution Which Officially Levies the Tax Rate for the FY2027 School Year. Presenter: Cristy Pulley	36
E.	Discussion and Possible Action for Approval of Facilities Condition Assessment (FCA) Consulting Services Through PROCEDEO Utilizing Current Awarded Contract RFQ 2024-03 Presenter: Dr. Oscar Rico and Veronica Campbell	37
F.	Public Hearing	
1.	Public Hearing and Discussion to Approve Certification of Compliance with Certain Laws Under Texas Education Code 39.008, as Enacted by Senate Bill 12 (89th Legislative Session) Presenter: Martha Carrasco/Veronica Campbell	40
G.	Discussion and Possible Action to Approve, Ratify Commitment, and Authorize Payment for 2024 Bond Program Professional Services Provided to Canutillo Independent School District Presenter: Veronica Campbell/Gustavo Reveles	46
H.	Consideration, Discussion and Possible Action to Award Request for Proposal (RFP) 2026-046 Self-Funded Medical, Pharmacy Benefit Management, Specific Stop Loss Insurance, Near Site Clinic, HSA and COBRA Administration Presenter: Veronica Campbell/ Julie Uranga	89
I.	Discussion and Possible Action Regarding a District-Wide Confidential Employee Climate Survey Presenter: Armando Rodriguez	
5.	CONSENT AGENDA-VOTING	
A.	<i>BUSINESS SERVICES</i>	
1.	Approval of the Meeting Minutes	
a.	Approval of the August 25, 2026. Regular Board Meeting Minutes.	114

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| 2. | Approval of the Budget Amendments | 124 |
| | Presenter: C. Pulley | |
| a. | Approval of August 2026 Budget Amendments | 125 |
| | Presenter: Cristy Pulley | |
| 3. | Approval of Administration's Recommendation to Grant Utility Easement to El Paso Electric Company at Deanna Davenport Elementary School (New Construction). | 127 |
| | Presenter: Ernesto Ortiz / PROCEDEO | |
| 4. | Approval of Administration's Recommendation to Grant Utility Easement to El Paso Electric Company at Canutillo Middle School (New Construction). | 131 |
| | Presenter: Ernesto Ortiz / PROCEDEO | |
| B. | <i>CURRICULUM AND INSTRUCTION</i> | |
| 1. | Approval Memorandum of Understanding Between the Meadows Center for Preventing Educational Risk (MCPER) and Jose H. Damian Elementary School, Canutillo ISD (CISD) Regarding The Center to Advance Family Engagement for Marginalized Learners (CAFÉ) | 135 |
| | Presenter: Dr. Jesica Arellano | |
| 2. | Approval of Educational Experience Affiliation Agreement Between Amberton University and Canutillo ISD | 140 |
| | Presenter: Dr. Monica Reyes | |
| C. | <i>HUMAN RESOURCES</i> | |
| 1. | Approval of Substitute Nurse Pool | |
| | Presenter: Martha Carrasco | |
| 6. | EXECUTIVE SESSION | |
| | To Consult with Attorney Under Sections 551.071, 551.072 and 551.074 of the Texas Government Code: | |
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(A certified agenda or recording of a closed meeting is confidential and is not available to the public except by court order. A person who knowingly and without lawful authority makes a certified agenda or recording public commits a Class B misdemeanor. Any exceptions will be communicated in accordance with applicable policies and regulations) | | |
| A. | Discussion Regarding Administration's Recommendation for Canutillo High School Principal | |
| | Presenter: Martha Carrasco | |
| B. | Closed Session Under 551.071 and 551.074: To Receive and Discuss the Recommendation of Administration to Propose Termination of the Probationary Contract of Abraham Enrique Mejia, Teacher at Alderete Middle School for Good Cause. | |
| | Presenter: Martha Carrasco / Steve Blanco | |
| C. | Discussion With Administration Regarding the Potential Sale of District Owned Property Located at 7311 Bosque Rd. Canutillo, TX 79835 to El Paso County | |
| | Presenter: Dr. Oscar Rico/ Dr. Josue Borrego | |
| 7. | NEW BUSINESS (continued); OTHER | |
| A. | Discussion and Possible Action Regarding Administration's Recommendation for Canutillo High School Principal. | |

Presenter: Martha Carrasco

- B. Discussion and Possible Action Regarding the Recommendation of Administration to Propose Termination of the Probationary Contract of Abraham Enrique Mejia, Teacher at Alderete Middle School for Good Gause.

Presenter: Martha Carrasco / Steve Blanco

- C. Discussion and Possible Action Regarding the Potential Sale of District-Owned Property Located at 7311 Bosque Rd. Canutillo, TX 79835 to El Paso County.

Presenter: Dr. Oscar Rico/ Dr. Josue Borrego

8. ADJOURNMENT

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. 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.

(A certified agenda or recording of a closed meeting is confidential and is not available to the public except by court order. A person who knowingly and without lawful authority makes a certified agenda or recording public commits a Class B misdemeanor. Any exceptions will be communicated in accordance with applicable policies and regulations)

CANUTILLO INDEPENDENT SCHOOL DISTRICT

Mission

We provide Equitable Opportunities to ensure our future-ready students are empowered to Explore, Learn, Grow and Excel.

Vision

LEAD today. IMPACT tomorrow.

#VivaCanutillo



CANUTILLO INDEPENDENT SCHOOL DISTRICT

Student Support Services

TO: Board of Trustees
Dr. Josue Borrego, Superintendent

FROM: Dr. Monica Reyes, Executive Director, Student Support Services
Mrs. Julie Scott, SHAC Parent Chair

DATE: September 22, 2026

SUBJECT: School Health Advisory Council (SHAC) Annual Report

As per board policy, the Student Support Services Department will present the School Health Advisory Council (SHAC) Annual Report. This report communicates the 2025-2026 efforts and recommendations addressing meetings and activities throughout the district. Curriculums for school counselors and a physical education after school program are also included and recommended for board approval.

This report does require board action of recognition and approval as stated in policy EHAA (Legal).

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7965 Antcraft Rd.
El Paso, TX 79932

Mailing Address:
P.O. Box 100
Canutillo, TX 79835

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canutillo-isd.org

Canutillo Independent School District does not discriminate on the basis of race, color, religion, gender, sex, national origin, age, disability, military status, genetic information, or any other basis prohibited by law in its employment practices or in providing education services, activities, and programs, including career and technical education (vocational programs).

For additional information regarding Canutillo Independent School District's policy of nondiscrimination contact the Human Resources Division: (915) 877-7475 | 7965 Antcraft Rd. | El Paso, TX 79932



CANUTILLO INDEPENDENT SCHOOL DISTRICT

Student Support Services

September 22, 2026

Dear Dr. Borrego and Members of the Board of Trustees,

According to EHAA (LEGAL), a board shall establish a local school health advisory council (SHAC) to assist the district in ensuring that local community values are reflected in the district's health education instruction. Education Code 28.004(a) [See BDF regarding composition of the SHAC and FFA regarding federal wellness requirements.]

According to BDF, in addition to its other duties, the SHAC shall submit to the board, at least annually, a written report that includes:

1. Any SHAC recommendation concerning the district's health education curriculum and instruction or related matters that the SHAC has not previously submitted to the board;
2. Any suggested modification to a SHAC recommendation previously submitted to the board;
3. A detailed explanation of the SHAC's activities during the period between the date of the current report and the date of the last prior written report; and
4. Any recommendations made by the physical activity and fitness planning subcommittee.

Furthermore, Texas Education Code (TEC) 28.004 states the SHAC shall establish a physical activity and fitness planning subcommittee to consider issues relating to student physical activity and fitness and make policy recommendations to increase physical activity and improve fitness among students, TEC 28.004 (I-1). Additionally, the Board shall determine the specific content of the District's instruction in human sexuality, TEC 28.004 (h).

This annual report will include the activities and accomplishments for the 2025-2026 school year.

Sincerely,

Dr. Monica Reyes
Executive Director, Student Support Services

Julie Scott
SHAC Chair and Parent

The Canutillo Independent School District does not discriminate on the basis of race, color, national origin, gender, age or disability in its employment practices, or in providing education services, activities and programs, including technical education programs. For more information regarding the Canutillo Independent School District's policy of non-discrimination contact: Executive Director for Human Resources, (915) 877-7423, 7965 Artercraft Rd., El Paso, TX 79932.

El Distrito Escolar Independiente de Canutillo no discrimina en cuanto a raza, color, origen, género, edad o discapacidad en lo que se refiere a sus prácticas de empleo, o al proveer servicios, actividades y programas educativos y vocacionales. Para mayor información respecto a la política de no discriminación del Distrito Escolar Independiente de Canutillo, favor de contactar a: Director Ejecutivo de Recursos Humanos, (915) 877-7423, 7965 Artercraft Rd., El Paso, TX 79932.

2025-2026 School Health Advisory Council (SHAC) Report

- SHAC Meetings
 - SHAC Regular Meetings: 4 General session meetings (4 meetings required per year by law.)
 - October 21, 2025
 - December 8, 2025
 - February 9, 2026
 - April 13, 2026
 - SHAC Committees Meetings
 - Health & Wellness Committee
 - Coordinators (acting)
 - Sandra Day (Parent)
 - Julie Scott (Parent)
 - December 8, 2025
 - January 14, 2026
 - April 1, 2026
 - Bullying & Mental Health
 - Bullying Committee Coordinator
 - Jesus Juarez, District Prevention Specialist (Staff)
 - Mental Health Committee Coordinator
 - Dayanira Carrillo, District Social Worker (Staff)
 - November 19, 2025
 - January 14, 2026
 - April 1, 2026
- SHAC Executive Committee Officers
 - Chair - Julie Scott (parent)
 - Secretary - Sandra Day (parent)
 - Parliamentarian - Christina Figueroa (parent/staff)
 - SHAC District Representative
 - Dr. Monica Reyes, Executive Director of Student Support Services - (parent/staff)
- SHAC Recruitment 2025-2026 Efforts
 - Flyers – print and digital
 - SHAC Website:
<https://www.canutillo-isd.org/departments/student-support-services/holistic-health/shac>
 - Campus Parent Liaisons
 - Campus SHAC representatives
 - Campus Announcements through Blackboard

2025-2026 School Health Advisory Council (SHAC) Report

- SHAC bulletin boards – one per campus
- Open forum - Invitation to community and School Board Members to send representatives

- Members

- Total: 56 participants
- 12 - parents or grandparents
- 7 - staff who are parents
- 21 - staff members
- 6 - administrators
- 2 - administrators who are parents
- 4 - community or agency members
- 4 - students

*represents more than one campus in table below

CANUTILLO ISD SCHOOL HEALTH ADVISORY COUNCIL

<u>Campus/Department</u>	<u>Parent (P) / Staff (S)/Administration(A)/Grandparent (GP)</u>
SHAC Chair (1)	Julie Scott (P)*
SHAC Secretary (1)	Sandra Day (P)*
Childress Elementary (4)	Isaac Oliva (S) Jo Maria Rodriguez (P) Anayan Sanchez (P) Leslie Adkins (P)
Canutillo Elementary (1)	Carolina Quinonez (S)
Davenport Elementary (2)	Efran Pucido (S) Lyslie Barraza (S)
Garcia Elementary (1)	Victor Lucas (P/S)*
Damian Elementary (2)	Jose Gomez (S) Jennifer Guerrero (P/S)*
Reyes Elementary (2)	Veronica Vasquez (S/P)* Sandra Day (P)* Gabriela Barraza (S)
Alderete Middle (5)	Teresita Parra (S) Toney Moreno (P) Christina Figueroa (P/S)* Esther Alzaga (P/S)* Jennifer Guerrero (P)*
Canutillo Middle (7)	Angelica Placencia (P/S)* Justin Balanciere (S) Alma Ramos (S) Andrea Esparza (S/P) Christopher Scott (P)* Julie Scott (P)* Veronica Vasquez-Ramos (S/P)*

2025-2026 School Health Advisory Council (SHAC) Report

Canutillo High School (10)	Aaron Bajek (S) Jenny Patino (A) Dr. Monica Reyes (P/S)* Amber Whitley (P)* Sandra Day (P)* Julie Scott (P)* Angelica Placencia (P/S)* Christina Figueroa (P/S)* Michelle Belli (S) Christopher Scott (P)* Edgar Green (P) Vincent Rosario (Student) Lyakke Ofung (Student) Cristian Green (Student) Leo Flores (Student)
Northwest Early College High School (1)	Esther Alzaga (P/S)*
Student Support Services/Nutrition/Admin (29)	Dr. Monica Reyes (P/A)* Marcos Macias (A- Nutrition) Daya Carrillo (S) Jocelyn Cepeda (S) Leah Lopez (S) Jesus Juarez (S) Jennifer Carrera (S) Christina Figueroa (P/S)* Jessica Arellano (A) Fernando Martinez (A) Lorenzo Leyva (S) Efren Pucido (S)
Agency/Community (4)	Kristin Ortega- Action for Healthy Kids Priscilla Cortez- Alliviane Maiya Landeros- Alliviane Valerie Flores- El Paso Children's Guidance Center

- Goals of SHAC
 - Committee Goals
 - Mental Health
 - What is being done for our teachers for mental health?
 - Trends happening at each campus
 - Bullying
 - Gather data and present
 - Health Education/Wellness
 - Vaping Prevention/Intervention/Post-vention
 - First Offenders Program
 - Increase Parent engagement

2025-2026 School Health Advisory Council (SHAC) Report

- Committee Highlights

- Bullying
 - Updates and Review of data
- Mental Health
 - Climate Survey, Fall 2025
 - SEL Bowl 5.0
 - Mental Health Coalition
 - Paso del Norte Health Foundation Grant (PdNHF)
 - HB 1481 Cell Phone Ban Evaluation Grant
 - Stronger Connections Grant
 - Mental Health Awareness Grant
 - Adult Mental Health First Aid
 - Youth Mental Health First Aid
 - Teen Mental Health First Aid
 - Discussion of new Counselors Curriculum
 - Presentation by Everfi
 - Review of Panorama, Skillstreaming, and ReThink
- Health / Wellness
 - Collaborated with Action for Healthy Kids and PdNHF - Kristen Ortega
 - Vaping Policy development
 - Student Support Services, Prevention Specialist, Mr. Jesus Juarez, and Chief Martinez working on First Offenders Program
 - Promise Program
 - Vape Sensors at High School
 - Presentation of New Police Dog Officer Coby

- Presentations and Partnerships

- Action for Healthy Kids: Since 2018, Canutillo ISD has been part of the El Paso Healthy Schools Coalition. Action for Healthy Kids has been a huge support for health and wellness in our district. In the past, they have provided financial grants and consistently offered guidance and support. The coalition has sponsored networking with other districts and community agencies in the El Paso Region.
 - Filming: Action for Healthy Kids has finalized video clips highlighting Canutillo ISD in components of Coordinated School Health in nursing, recess, and physical education.
 - Wellness Policy Training: This year, Action for Healthy Kids and the Department of Agriculture co-presented on the updates and status of district wellness policies. A district/SHAC team from Canutillo ISD participated in the process of how to update and write the current wellness policy under FFA (Local).

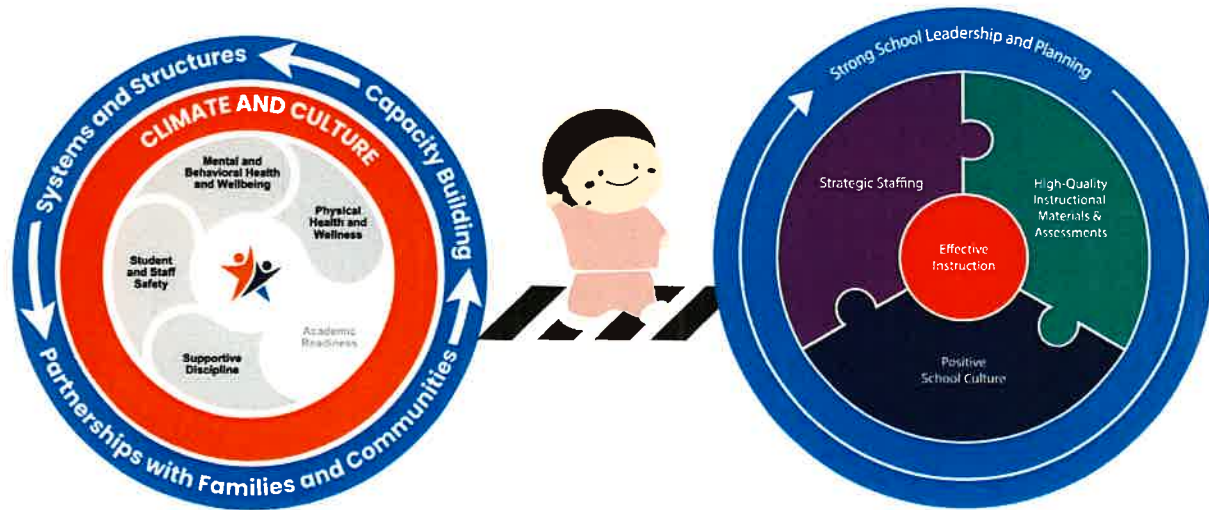
2025-2026 School Health Advisory Council (SHAC) Report

- Regional SHAC: Action for Healthy Kids created a Regional SHAC so that the El Paso Region school districts could gather to discuss concerns, issues, and to support districts that are facing concerns with student and staff wellness. Mrs. Julie Scott and Dr. Monica Reyes served on a panel for one of the Regional SHAC meetings discussing the implications and implementation of HB 1481: Cell Phone Ban.
- Texas Coordinated School Health Partnership Meeting: Action for Healthy Kids and Texas Department of State Health Services created a Texas wide SHAC collaboration for school districts all across Texas to discuss current events pertaining to SHAC and student health. It is a monthly online meeting to network and collaborate with other school districts in Texas.
- Adult/Youth Mental Health First Aid & Rethink Mental Health Suite Curriculum: Grant awarded to Canutillo ISD and UTEP Social Work Department. Grant will end September 2026.
 - This grant is supported by our Student Support Services Department.
 - The Canutillo ISD Social Emotional Bowl (SEL Bowl 5.0) on November 10, 2025 brought professional development to our teachers, staff, and administrators. The focus was Adult Mental Health First Aid training. Canutillo ISD had 16 Adult MHFA Trainers, and along with other agencies' trainers, we conducted the professional development for our staff.
 - This grant also supports the Rethink curriculum (Mental Health Suite) used by Physical Education/Health teachers and CISD Counselors.
- After-school Program – Nike Days
 - All six elementary schools participated in after-school activities with Nike Outlet employees who volunteer their time (while supervised by CISD employees) to teach and enjoy physical activities with our CISD students as an after-school program.
 - This is FREE to our district.
- Bullying Presentations: The Prevention Specialist, Mr. Jesus Juarez, provided presentations on bullying and prevention to CHS athletes and their parents.
- Campus Climate Survey: Through the Stronger Connections Grant, all campuses received a free campus climate survey that was conducted anonymously in Fall 2025.
 - As part of our ongoing efforts to foster a positive and supportive school climate and culture within our schools, the Texas Center for Students Supports (TCSS) has partnered with the Texas Institute for Excellence in Mental Health (TIEMH) to develop the Stronger Connections Climate Survey. This survey is a vital tool for gathering insights from students, staff, and families, helping the district to better understand our current

2025-2026 School Health Advisory Council (SHAC) Report

school climates, identify strengths, and pinpoint areas needing improvement.

- Please see climate survey results below for all campuses.



Elementary Student Survey (3rd-5th Grade)

	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26
	BCE (151)	BCE (103)	CES (237)	CES (180)	GES (157)	GES (170)	RES (281)	RES (265)	DDE (130)	DDE (96)	JDE (187)	JDE (135)	24-25 Average	25-26 Average
Climate Total	3.40	3.50	3.30	3.30	3.30	3.30	3.30	3.40	3.30	3.30	3.30	3.40	3.32	3.37
School Connectedness & Belonging	3.40	3.40	3.40	3.30	3.30	3.30	3.30	3.30	3.40	3.20	3.30	3.40	3.35	3.32
Staff-Student Relationships	3.70	3.70	3.60	3.60	3.60	3.70	3.50	3.60	3.60	3.60	3.50	3.60	3.58	3.63
Peer Relationships/Prosocial Behavior	3.30	3.30	3.10	3.10	3.00	3.10	2.90	3.10	3.10	3.00	3.00	3.10	3.07	3.12
Family Involvement/ Engagement	3.60	3.70	3.60	3.60	3.50	3.60	3.60	3.60	3.40	3.50	3.70	3.60	3.57	3.60
Academic Culture and Learning Environment	3.70	3.80	3.70	3.70	3.70	3.60	3.60	3.70	3.60	3.70	3.60	3.70	3.65	3.70
Discipline and Behavioral Expectations	3.30	3.50	3.20	3.20	3.30	3.20	3.10	3.30	3.10	3.30	3.20	3.30	3.2	3.30
School Safety	3.60	3.70	3.50	3.60	3.60	3.60	3.50	3.60	3.50	3.50	3.50	3.70	3.53	3.62
Peer Conflict/Bullying	2.80	3.10	2.50	2.80	2.60	2.70	2.50	3.00	2.60	2.70	2.50	2.80	2.58	2.85
Building Skills		3.4		3.30		3.50		3.40		3.4		3.5		3.41

2025-2026 School Health Advisory Council (SHAC) Report

Elementary Staff Survey														
	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26
	BCE (42)	BCE (44)	CES (46)	CES (57)	GES	GES (58)	RES	RES (56)	DDE (15)	DDE (34)	JDE (50)	JDE (46)	24-25 Average	25-26 Average
Climate Total	3.20	3.40	3.30	3.50		3.40		3.70	3.50	3.40	3.40	3.50	3.36	3.48
Staff Connectedness & Morale	3.20	3.30	3.30	3.60		3.40		3.80	3.60	3.50	3.50	3.70	3.4	3.55
Administrative Support	2.90	3.10	3.30	3.60		3.30		3.80	3.40	3.30	3.50	3.70	3.28	3.47
Staff-Student Relationships	3.30	3.50	3.30	3.50		3.30		3.70	3.70	3.70	3.50	3.60	3.44	3.55
Peer relationships/prosocial	3.20	3.30	3.20	3.50		3.20		3.50	3.50	3.40	3.30	3.40	3.28	3.38
Staff-Family Relationships	3.30	3.40	3.40	3.50		3.40		3.70	3.40	3.50	3.60	3.70	3.44	3.53
Family Involvement/Engagement	3.20	3.10	3.20	3.40		3.30		3.80	3.10	3.00	3.40	3.50	3.26	3.35
Physical Environment	3.10	3.20	3.20	3.50		3.10		3.70	3.40	3.50	3.30	3.30	3.3	3.38
Academic Culture/Learning Environment	3.20	3.30	3.30	3.50		3.40		3.70	3.40	3.50	3.30	3.60	3.32	3.5
Discipline & Behavioral Expectations	2.80	3.30	3.20	3.30		3.30		3.60	3.40	3.30	3.30	3.40	3.2	3.37
School Safety	3.20	3.40	3.40	3.50		3.50		3.80	3.60	3.50	3.50	3.70	3.44	3.57
Peer Conflict & Bullying	3.20	3.40	3.30	3.30		3.30		3.60	3.50	3.40	3.40	3.40	3.32	3.4
Substance Use	3.60	3.90	3.30	3.70		3.90		3.90	3.80	4.00	3.70	3.90	3.6	3.88
Services		3.10		3.50		3.30		3.60		3.20		3.70		3.4
Mental Health		3.10		3.30		3.20		3.60		3.30		3.80		3.38

Elementary Family Survey														
	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26
	BCE (7)	BCE (103)	CES (52)	CES (63)	GES (19)	GES (85)	RES (60)	RES (198)	DDE (13)	DDE (40)	JDE (80)	JDE (289)	24-25 Average	25-26 Average
Climate Total	3.20	3.60	3.30	3.50	3.60	3.50	3.50	3.70	3.50	3.6	3.60	3.60	3.45	3.58
School Connectedness & Belonging	3.50	3.70	3.40	3.60	3.50	3.50	3.60	3.70	3.70	3.6	3.70	3.70	3.53	3.63
Staff-Student Relationships	3.20	3.60	3.20	3.50	3.50	3.40	3.30	3.60	3.60	3.5	3.50	3.70	3.42	3.55
Parent-staff Relationships	3.10	3.50	3.20	3.40	3.50	3.30	3.30	3.50	3.40	3.5	3.50	3.60	3.33	3.47
Family Involvement/ Engagement	3.50	3.70	3.40	3.80	3.60	3.70	3.60	3.80	3.60	3.7	3.60	3.80	3.55	3.75
Physical Environment	2.80	3.80	3.50	3.70	3.90	3.80	3.70	3.90	3.70	3.8	3.70	3.80	3.55	3.80
Academic Culture & Learning Environment	3.40	3.70	3.50	3.60	3.70	3.60	3.50	3.70	3.70	3.8	3.70	3.70	3.58	3.68
Discipline and Behavioral Expectations	2.70	3.60	3.30	3.60	3.50	3.50	3.40	3.60	3.60	3.7	3.60	3.70	3.35	3.62
School Safety	3.30	3.50	3.50	3.60	3.70	3.60	3.60	3.70	3.70	3.6	3.70	3.60	3.58	3.60
Peer Conflict/Bullying	2.70	3.10	2.70	3.10	3.20	3.10	3.20	3.40	3.00	3.2	3.20	3.10	3.00	3.17
Substance Use	3.40	3.40	3.20	3.40	3.60	3.60	3.60	3.70	3.20	3.5	3.70	3.40	3.45	3.50
Mental Health		3.4		3.2		3.2		3.4		3.4		3.6		3.36

Campus Climate Survey Data Comparison											
Student Survey											
	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25
	CHS (648)	CHS (181)	NECHS (115)	NECHS (112)	AMS (465)	AMS (316)	CMS (289)	CMS (65)	24-25 District Average	25-26 District Average	25-26 District Average
Climate Total	2.8	2.9	3.1	3.2	2.9	2.9	3.1	3.1	2.98	3.03	3.03
School Connectedness & Belonging	2.9	2.9	3	3.1	3	2.7	3.1	2.9	3.00	2.90	2.90
Staff-Student Relationships	2.8	3.1	3.1	3.2	3	3.1	3.2	3.4	3.03	3.20	3.20
Peer Relationships/Prosocial Behavior	2.7	2.9	3	3.2	2.7	2.8	2.8	3	2.80	2.98	2.98
Family Involvement/ Engagement	3.4	3.5	3.5	3.5	3.4	3.5	3.6	3.6	3.48	3.53	3.53
Physical Env	2.9	2.9	2.9	3	2.9	2.9	3.1	3	2.95	2.95	2.95
Academic Culture and Learning Environment	2.8	2.9	3.1	3.2	3.1	3	3.2	3.2	3.05	3.08	3.08
Discipline and Behavioral Expectations	2.9	3	3.2	3.3	3.2	3.2	3.4	3.5	3.18	3.25	3.25
School Safety	2.9	3.1	3.1	3.3	3	3	3.2	3.3	3.05	3.18	3.18
Peer Conflict/Bullying	2.3	2.5	2.9	3	2.4	2.4	2.5	2.6	2.53	2.63	2.63
Substance Use	2.4	2.4	3.3	3.4	3	2.9	2.9	3.1	2.90	2.95	2.95
Mental Health & Well Being	2.7	3.1	3	3.1	3	2.9	3.1	3.2	2.95	3.08	3.08
Building Skills	2.6		3		3.1		3.2		2.98		

2025-2026 School Health Advisory Council (SHAC) Report

Staff Survey										
	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25 District Average	25-26 District Average
	CHS (46)	CHS (62)	NECHS (16)	NECHS (16)	AMS (56)	AMS (53)	CMS (40)	CMS (27)		
Climate Total	2.4	2.4	3.2	3.1	3.2	3.2	3	3	2.95	2.9
Staff Connectedness & Morale	2.3	2.3	3.2	3.1	3.4	3.4	3.2	3	3.03	3.0
Administrative Support	2.1	1.8	3	2.6	3.3	3.3	2.9	3	2.83	2.7
Staff-Student Relationships	2.7	2.7	3.3	3.2	3.3	3.3	3.1	3.2	3.10	3.1
Peer relationships/prosocial	2.7	2.6	3.2	3.4	3.1	3	3	2.9	3.00	3.0
Staff-Family Relationships	2.8	2.8	3.4	3.3	3.4	3.4	3.3	3.3	3.23	3.2
Family Involvement/Engagement	2.5	2.5	3.3	3.1	3.2	3.2	3.1	3.1	3.03	3.0
Physical Environment	2.6	2.4	3.2	3.1	3.3	3.2	3	2.9	3.03	2.9
Academic Culture/Learning Environment	2.6	2.7	3.4	3.5	3.3	3.4	3.1	3.2	3.10	3.2
Discipline & Behavioral Expectations	2.2	2	2.9	2.9	3.2	3	3	3.1	2.83	2.8
School Safety	2.5	2.3	3.3	2.7	3.4	3.4	3.3	3.1	3.13	2.9
Peer Conflict & Bullying	2.4	2.4	3.1	3.2	3.1	3.1	2.8	2.9	2.85	2.9
Substance Use	1.7	1.7	3	2.8	3	3	2.7	2.2	2.60	2.4
Services		2.5		3.2		3.3		3.2		3.1
Mental Health		2.7		3.6		3.2		3.1		3.2

Family Survey										
	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25 District Average	25-26 District Average
	CHS (46)	CHS (124)	NECHS (4)	NECHS (15)	AMS (133)	AMS (43)	CMS (10)	CMS (15)		
Climate Total	2.8	2.9	3.1	3.3	3.2	3.1	3	3.1	3.03	3.10
School Connectedness & Belonging	3.2	3	2.9	3.4	3.4	3.2	3.2	3.2	3.18	3.20
Staff-Student Relationships	2.8	2.9	3.3	3.1	3.2	3	2.9	2.9	3.05	2.98
Parent-staff Relationships	2.7	2.9	3.1	3.1	3.1	3	2.9	2.6	2.95	2.90
Family Involvement/ Engagement	3.3	3.2	3.2	3.5	3.3	3.4	3	3.4	3.20	3.38
Physical Environment	3.3	3.3	3.8	3.2	3.5	3.4	3.5	3.2	3.53	3.28
Academic Culture & Learning Environment	3.1	3.1	3.3	3.4	3.4	3.3	3	3.3	3.20	3.28
Discipline and Behavioral Expectations	2.6	2.9	3.4	3.2	3.3	3.1	3	3.1	3.08	3.08
School Safety	3	3.1	3.3	3.6	3.4	3.2	3.2	3.3	3.23	3.30
Peer Conflict/Bullying	2.1	2.5	2.4	3	2.6	2.4	2.2	2.1	2.33	2.50
Substance Use	1.9	2.2	2.8	3.1	2.8	2.7	2.6	2.7	2.53	2.68
Mental health		2.8		3.2		3		2.8		2.95

- CPR Training – Students, Faculty, Staff, and Families

- HB 897, enacted in 2013, mandates CPR and AED training for students in Texas public schools, specifically in grades 7-12, according to the Texas Legislature Online. The bill requires students to receive this training at least once before graduation, and it allows school administrators to waive the requirement for students with disabilities. The bill mandates that the State Board of Education (SBOE) require instruction in CPR and AED use for students in grades 7-12. The training must incorporate psychomotor skills, ensuring students have practical experience with mannequins. The CPR/AED instruction can be provided as part of any course, not just health classes.
- This is supported in the K-12 curriculum through Physical Education and Health Education with CPR mannequins for instruction to students, as well as to teachers, parents, and community members. This initiative was supported by Student Support Services and the Nurse Coordinator.
- CPR trainings across the district included:
 - CISD staff certified in CPR/AED to include all nurses and coaches, and other interested employees - 38 staff

2025-2026 School Health Advisory Council (SHAC) Report

- TOA, CHS, HOSA, and AMS Medical Academy Students certified in CPR/AED - 59 students
- AMS 7th grade Health Classes trained in CPR/AED
- CMS Parent University CPR/AED certification classes
- Human Sexuality*
 - As a part of the district's curriculum, students receive instruction on human sexuality.
 - The School Health Advisory Council (SHAC) is involved with reviewing and selecting course materials for such instruction. State law requires that any instruction related to human sexuality, sexually transmitted diseases, or human immunodeficiency virus or acquired immune deficiency syndrome must:
 - Present abstinence from sexual activity as the preferred choice of behavior concerning all sexual activity for unmarried persons of school age;
 - Devote more attention to abstinence from sexual activity than to any other behavior;
 - Emphasize that abstinence is the only method that is 100 percent effective in preventing pregnancy, sexually transmitted diseases, and the emotional trauma associated with adolescent sexual activity.
 - Direct adolescents to a standard of behavior in which abstinence from sexual activity before marriage is the most effective way to prevent pregnancy and sexually transmitted diseases.

**No new programs to be approved at this time. We are using the Canutillo ISD adopted and state-approved health textbook and any already Board approved programs as a supplemental source.*

- Student Support Services - Dr. Monica Reyes
 - Presented on the 89th Legislative Session to parents and community
 - School Health Index* Presentation: Action for Healthy Kids supports the collection of the School Health Index (SHI). The SHI is a research-based assessment tool that helps you understand which school health policies and best practices your school or district has or does not have in place to support healthy students and to prepare them to learn. The SHI includes key questions on various school health topics from the CDC's version of the School Health Index to provide your school with a shorter, easy-to-complete assessment. AFHK's newly expanded SHI addresses health topic areas consistent with the Whole School, Whole Community, Whole Child (WSCC) model and puts a greater emphasis on Whole Child health by adding in Social

2025-2026 School Health Advisory Council (SHAC) Report

and Emotional Climate questions, as well as increasing the focus of how families play a key role in improving childhood health behaviors and development.

- The WSCC model places students at the center and emphasizes the role of the community in supporting the school, the connections between health and academic achievement, and the importance of evidence-based school policies and practices. AFHK's SHI also includes cross-cutting questions that address policies and practices that support multiple health topics. Action for Healthy Kids will send a report for each campus to review.
- SHI Criteria: School Wellness Environment, School Meals, Other School Food, Health Education, Physical Education, Physical Activity, Staff Involvement, Family and Community Involvement.

** The School Health Index will be a SHAC action item for the 2026-2027 school year.*

- Alivianne Presentation - Pricilla Cortez
 - This presentation was to provide updated information on our joint partnership. SHAC voted to renew and refresh our partnership for mental health support to our district. Alliviane reaches our 3rd - 9th grade students throughout the district. Alliviane teaches life skills curriculum, prevention education, and positive action curriculum.
 - Memorandum of Understanding and Agreement must be annually approved by the Board of Trustees. (Approved at August 25, 2026 regular board meeting.)
- Smoke Free Paso del Norte - Kristen Ortega
 - This presentation was to provide information on a community resource. The Paso del Norte Health Foundation (PdNHF) and Action for Healthy Kids leverages and invests in initiatives, programs, and policies to promote health and prevent disease in the Paso del Norte region. The focus is on smoking and vaping. The Health and Wellness committee will continue to work with Ms. Ortega on the district Vaping Policy and addressing SHAC's health/wellness goals.
- Health and Wellness Policy - Dr. Monica Reyes, District and Campus SHAC Members, and Parent SHAC member
 - Team members included: Dr. Monica Reyes, Nurse Coordinator Jennifer Carrera, Health Teacher Aaron Bajek, Health Teacher Justin Balanciere, Nutrition Director Marco Macias, PE Coach Isaac Oliva, PE Coach Jose Gomez, and Parent Julie Scott

2025-2026 School Health Advisory Council (SHAC) Report

- In Spring 2026, the team reviewed and revised the district Health and Wellness policies. The updated revisions will be reviewed for feedback by PE/Health Educators, SHAC, and Cabinet before presented to the Board of Trustees for approval.
- Student Health Presentation - Vincent Rosario, Lyakke Ofung, Christian Green, and Leo Flores
 - Four Canutillo High School Students from Coach Bajek's health class presented on the nutritional content and dissatisfaction on the snack selections in the vending machines located at CHS. They did a survey of 100 students on campus of their opinions on the offerings and knowledge of snacks.
 - SHAC worked with the students, the nutrition department, and the vendor to make the suggested recommendations to the vending machines.
 - The changes in the vending machines were implemented and sold out within weeks of the change. The students were excited for the changes and collaboration with the district.
- School Counselor Curriculum Adoption
 - *Core Essentials* is a character education program designed to foster essential values among students, staff, and families. It focuses on monthly character words that promote social-emotional learning and ethical behavior. The program aims to equip participants with the tools to effectively communicate and embody these values in daily life.
 - Key Features
 - Monthly Themes: Each month introduces a new character word, helping to build a common language around values.
 - Age-Appropriate Curriculum: The program offers tailored curricula for different age groups, including PreK, K-5th, and 6th-12th, ensuring relevance and engagement for all students.
 - Comprehensive Approach: Core Essentials integrates character education into everyday experiences, making it a core part of both the district and school culture rather than an add-on.
 - Alignment with Best Practices: The program aligns with the Character Education Partnership's guiding principles, ensuring it is research-based.
 - *EVERFI* is a digital education provider that offers interactive, self-paced learning modules designed to teach K–12 students essential life skills.

2025-2026 School Health Advisory Council (SHAC) Report

Provided at no cost to schools through corporate and community sponsorships, the platform aligns with national and state educational standards.

- Focus Areas

- Financial Literacy: The core and most prominent pillar covers budgeting, saving, credit scores, debt, taxes, and higher education financing.
- Health & Wellness: Interactive modules on mental health awareness, emotional well-being, prescription drug and vaping prevention, and bullying prevention.
- Workforce Readiness & STEM: Lessons focused on career exploration, soft skills, computational thinking, data science, and digital citizenship.

- *Skillstreaming* is an evidence-based prosocial skills training program grounded in a structured, systematic approach to help children and adolescents develop social-emotional competencies, replace negative or aggressive behaviors, and navigate interpersonal situations.

- Skillstreaming provides age appropriate lessons:

- Early Childhood (40 Skills): Focuses on basic social skills for young learners, such as listening, sharing, waiting your turn, and recognizing feelings.
- Elementary School (60 Skills): Expands on classroom survival skills, making friends, handling feelings, and alternatives to aggression.
- Adolescents (50 Skills): Covers advanced social skills, stress management, dealing with authority, decision-making, and resisting peer pressure.
- High-Functioning Autism (80 Skills): Tailored specifically for individuals on the autism spectrum to address nuanced social communication, emotional regulation, and perspective-taking challenges.

- Physical Activity Curriculum (for after-school club)

- *Kids Run the Nation* is a youth running program developed by the Road Runners Club of America (RRCA). Designed primarily for elementary and middle school students (grades K–8), the program focuses on instilling a lifelong love for physical activity, health, and personal growth.
 - The curriculum guide provides 10 structured lessons designed to be delivered over a period of multiple weeks. Each session pairs roughly

2025-2026 School Health Advisory Council (SHAC) Report

15–20 minutes of instruction with 30 or more minutes of active running and movement games.

■ Modules include:

- Running Mechanics: Concepts of walking, jogging, pacing, and sprinting, along with proper posture and body mechanics.
- Workout Essentials: The importance of warm-ups, cool-downs, and stretching.
- Health & Nutrition: Energy balance, healthy eating habits, staying hydrated, and weather safety.
- Goal Setting & Reflection: Tracking personal mileage and keeping a running journal to celebrate milestones.

Board Action Summary

Board Meeting: September 22, 2026

Requested By: 2025-2026 School Health Advisory Council (SHAC)

Action Requested:

The Canutillo ISD SHAC recommends Board approval of the following:

- 2025-2026 Annual School Health Advisory Council (SHAC) report
- School Counselor Curriculum
 - Core Essentials
 - Everfi
 - Skillstreaming
- Kids Run the Nation Curriculum

Date of Action Taken: September 22, 2026

WHEREAS, the local School Health Advisory Council has considered that local community values are reflected in any recommendations made by the council; and

WHEREAS, the local School Health Advisory Council has considered research concerning the current health, wellness, and human sexuality issues; and

WHEREAS, the health, wellness, and human sexuality programs will continue to promote abstinence and will provide information on decision making; and

NOW, THEREFORE, based on this information, **BE IT RESOLVED** that the Canutillo Independent School District School Health Advisory Council's Annual Report be recognized and approved;

2025-2026 School Health Advisory Council (SHAC) Report

Approved and adopted the 22th day of September, 2026. We, the undersigned, hereby certify that the foregoing Resolution was duly adopted by the Canutillo ISD SHAC.

SHAC members

Approved and adopted the 22th of September, 2026. We, the undersigned, hereby certify that the foregoing recommendations were duly adopted by the Canutillo Independent School District Board of Trustees.

<u>Board Members</u>	<u>Signature</u>
<u>Sergio Martinez, President</u>	<u></u>
<u>Lily Maldonado, Vice President</u>	<u></u>
<u>Cindy Zuniga, Secretary</u>	<u></u>
<u>Breanne Barnes, Trustee</u>	<u></u>
<u>Lucy Borrego, Trustee</u>	<u></u>
<u>Caroline Ortega, Trustee</u>	<u></u>
<u>Armando Rodriguez, Trustee</u>	<u></u>

AN ORDER AUTHORIZING THE DEFEASANCE AND CALLING FOR REDEMPTION OF CERTAIN CURRENTLY OUTSTANDING DEBT OBLIGATIONS OF THE DISTRICT; DIRECTING THAT AUTHORIZED DISTRICT OFFICIALS EFFECTUATE THE REDEMPTION OF SUCH OBLIGATIONS; AUTHORIZING THE EXECUTION OF AN ESCROW AGREEMENT; AND RESOLVING OTHER MATTERS IN CONNECTION THEREWITH

WHEREAS, the Board of Trustees (the “Board”) of the Canutillo Independent School District (the “District”) previously adopted an order (the “Prior Bond Order”) on February 28, 2017, authorizing the issuance of obligations designated as “Canutillo Independent School District Unlimited Tax Refunding Bonds, Series 2017,” dated April 1, 2017, in the original principal amount of \$8,455,000 (the “Bonds”); and

WHEREAS, a portion of the 2017 Bonds in a principal amount equal to \$2,040,000 is currently outstanding and is scheduled to mature on August 15 in each of the years 2029 and 2030 and such Bonds are subject to redemption on August 15, 2027 and thereafter, at the option of the District; and

WHEREAS, in accordance with the provisions of Texas Government Code, Chapter 1207, as amended (the “Act”), the District is authorized and empowered to deposit funds and/or securities directly with the place of payment for the Bonds or other authorized depository, and enter into an escrow or similar agreement with such place of payment for the safekeeping, investment, reinvestment, administration and disbursement of such deposit; and such deposit, when made in accordance with the Act, shall constitute the making of firm banking and financial arrangements for the discharge and full payment of the Bonds; and

WHEREAS, the Board hereby finds that it is in the best interest of the District and its residents to defease and/or redeem the Bonds as herein provided in order to reduce the District’s aggregate debt service requirements in the years subsequent to the redemption date; now, therefore,

BE IT ORDERED BY THE BOARD OF TRUSTEES OF THE CANUTILLO INDEPENDENT SCHOOL DISTRICT THAT:

SECTION 1. A portion of the Bonds, in an aggregate principal amount of not less than \$1,458,000 (the “Minimum Amount”) (but to include such additional amounts due to availability of funds and/or funds necessary to cause such defeasance, as hereinafter described), stated to mature on August 15 in each of the years identified in the Escrow Agreement (defined below), shall be defeased to their maturity or prior redemption date, as applicable, as set forth in this Order. The Board hereby authorizes and directs the Superintendent of Schools or the Executive Director of Financial Services of the District to determine the exact principal amount of Bonds to be defeased and/or redeemed (the “Defeased Obligations”) on the basis of the availability of funds for such purpose by the funding deadline; provided, however, that in no case shall the Defeased Obligations be less than the Minimum Amount.

SECTION 2. As directed by the Superintendent or the Executive Director of Financial Services, the District shall transfer, on or before June 30, 2027, lawfully available funds of the

District to BOKF, NA, or such other entity as determined by such District official (the “Escrow Agent”), in an amount sufficient (when combined with investment earnings on such initial deposit) to pay (i) all interest due and owing on the Defeased Obligations from the time of such deposit through the obligations’ respective maturity or redemption, as applicable, (ii) the principal amount of the Defeased Obligations due and owing at maturity or earlier redemption, as applicable and (iii) the associated costs and expenses of such defeasance. Upon the making of such deposit, the Defeased Obligations will be determined to have been defeased and, as a result, discharged and no longer considered outstanding as an obligation of the District in accordance with applicable Texas law.

SECTION 3. In the event a portion of the Defeased Obligations are subject to redemption, the principal amount of such Defeased Obligations shall be called for redemption on the earliest possible redemption date, at the price of par plus accrued interest to the date of redemption, and the Executive Director of Financial Services or other District official is hereby authorized and directed to file a notice of redemption and copy of this Order with BOKF, NA, the paying agent/registrar for the Defeased Obligations (the “Paying Agent/Registrar”), in accordance with the redemption provisions applicable to such obligations; such suggested form of notice of redemption being attached hereto as **Exhibit A** and incorporated herein by reference as a part of this Order for all purposes. Additionally, if necessary, the Paying Agent/Registrar is hereby authorized and directed to make a lot selection of the Defeased Obligations to be redeemed and make arrangements to notify bondholders of such lot selection as soon as possible thereafter. Each of the Superintendent of Schools, the Executive Director of Financial Services or other authorized District official is hereby authorized and directed to transfer lawfully available funds to the Escrow Agent to accomplish the defeasance and/or redemption of the Defeased Obligations in accordance with the terms of the Escrow Agreement.

In the event any of the Defeased Obligations are called for early redemption, the Superintendent of Schools, the Executive Director of Financial Services or other authorized District official is hereby authorized and directed to make all arrangements necessary to notify the holders of the Defeased Obligations of the District’s decision to redeem such bonds on the date and in the manner herein provided and in accordance with the Prior Bond Order.

SECTION 4. Each of the President, Vice President, or Secretary of the Board, the District’s Superintendent of Schools and the Executive Director of Financial Services of the District (each of the foregoing, an “Authorized Official”), is authorized to provide certifications or other evidence of adoption of this Order and to do any and all things necessary or convenient to effect the defeasance described herein and otherwise give effect to the intent and purpose hereof, including the selection of an escrow agent, any verification agent and the execution of the Escrow Agreement.

SECTION 5. A special escrow agreement (the “Escrow Agreement”) in substantially the form and content of **Exhibit B** attached hereto, is hereby approved and hereby authorized to be finalized, including any changes required to accomplish the defeasance of the defeased bonds, and executed by an Authorized Official for and on behalf of the District and as the act and deed of this Board; and such Escrow Agreement as executed by such Authorized Official shall be deemed approved by the Board and constitute the Escrow Agreement herein approved. Upon the deposit of sufficient funds to the Escrow Fund to accomplish the defeasance of the Defeased Obligations,

the District shall provide notice of such defeasance in accordance with the requirements of the Prior Bond Order no later than 10 business days after occurrence of such defeasance.

SECTION 6. Furthermore, appropriate officials of the District in cooperation with the Escrow Agent are hereby authorized and directed to make the necessary arrangements for the purchase of the escrowed securities referenced in the Escrow Agreement, if any, and the delivery thereof to the Escrow Agent for deposit to the credit of the "SPECIAL CANUTILLO INDEPENDENT SCHOOL DISTRICT DEFEASANCE 2027 ESCROW FUND" (referred to herein as the "Escrow Fund") or such other designation as provided for in the Escrow Agreement; all as contemplated and provided in the Act, this Order and the Escrow Agreement.

SECTION 7. The Board further hereby authorizes each Authorized Official to select a firm of independent certified public accountants or other qualified professional services firm permitted by the terms of the Prior Bond Order (the "Verification Agent") to verify the sufficiency of the deposit to the Escrow Fund to accomplish the defeasance of the Defeased Obligations, to the extent such appointment is necessary or desired and in the event of the establishment of a net defeasance escrow fund; provided, however, that in the event of a gross defeasance of the Defeased Obligations, the sufficiency of the deposit to the Escrow Fund to accomplish such defeasance shall be certified to the District by the District's Financial Advisor, the Paying Agent/Registrar or another qualified financial institution.

SECTION 8. The recitals contained in the preamble hereof are hereby found to be true, and such recitals are hereby made a part of this Order for all purposes and are adopted as a part of the judgement and findings of the Board.

SECTION 9. If any provision of this Order or the application thereof to any person or circumstance shall be held to be invalid, the remainder of this Order and the application of such provision to other persons and circumstances shall nevertheless be valid, and the Board hereby declares that this Order would have been enacted without such invalid provision.

SECTION 10. It is officially found, determined, and declared that the meeting at which this Order is adopted was open to the public and public notice of the time, place, and subject matter of the public business to be considered at such meeting, including this Order, was given, all as required by Texas Government Code, Chapter 551, as amended.

SECTION 11. This Order shall be in force and effect from and after its passage on the date shown below.

[The remainder of this page intentionally left blank]

PASSED AND ADOPTED, this September 22, 2026.

CANUTILLO INDEPENDENT SCHOOL
DISTRICT

President, Board of Trustees

ATTEST:

Secretary, Board of Trustees

(DISTRICT SEAL)

EXHIBIT A

NOTICE OF REDEMPTION

NOTICE IS HEREBY GIVEN that the Canutillo Independent School District (the *Issuer*), acting through its Board of Trustees (the *Governing Body*), has called for redemption the following outstanding obligations:

“Canutillo Independent School District Unlimited Tax Refunding Bonds, Series 2017”, dated April 1, 2017 (the *Obligations*), bearing interest, and stated to mature on August 15 in each year as follows:

<u>CUSIP No.</u>	<u>Stated Maturity</u>	<u>Principal Amount (\$)</u>	<u>Interest Rate or Yield (%)</u>
138735WG6	2029	1,000,000	4.000
138735WH4	2030	1,040,000	4.000

THE 15th DAY OF AUGUST, 2027 (the *Redemption Date*) is the date fixed for redemption of the Obligations as authorized by the order authorizing the issuance of the Obligations and as directed by the Governing Body pursuant to an order adopted on September 22, 2026. You are hereby notified that the Obligations should be presented for redemption on or before the Redemption Date and that interest shall cease to accrue from and after that date, and that on such date there shall become due and payable on each of the Obligations the redemption price equal to the original principal amount thereof, plus accreted value, including unpaid accrued interest to the Redemption Date.

NOTICE IS FURTHER GIVEN that the Obligations will be payable at and should be submitted either in person or by certified or registered mail to BOKF, NA, at the following address:

BOKF, NA
Corporate Trust Services
5956 Sherry Lane, Suite 900
Dallas, Texas 75255

In compliance with section 1441 of the Internal Revenue Code and the attendant regulations, the redeeming institution is required to withhold 30% of the principal amount of the bonds being redeemed unless it is provided with a Form W-9 certifying the holders social security number or federal employer tax identification number, a Form W-8 Withholding Certificate establishing a lower rate of withholding, or other documentation acceptable to the redeeming institution and the Internal Revenue Service.

THIS NOTICE is issued and given pursuant to the option of redemption reserved to the Issuer in the proceedings authorizing the issuance of the Bonds.

WITNESS MY OFFICIAL SIGNATURE this 22nd day of September, 2026.

CANUTILLO INDEPENDENT SCHOOL DISTRICT

/s/ Cindy Zuniga
Secretary, Board of Trustees

*The CUSIP number is included solely for the convenience of the Bondholders. None of the Issuer, the Escrow Agent, Bond Counsel, nor the Paying Agent/Registrar shall be responsible for the selection or the use of the CUSIP number, nor is any representation made as to its correctness on the Bonds or as indicated in any redemption notice.

EXHIBIT B
FORM OF ESCROW AGREEMENT

CANUTILLO A Premier District

Property Tax Rate Adoption Public Hearing

Fiscal Year 2026-2027

September 22, 2026



Top 10 Taxpayers

2025	2026
Tenet Hospitals Limited	Tenet Hospitals Limited
El Paso Outlet Center CMBS LLC	El Paso Outlet Center CMBS LLC
El Paso Electric Co	El Paso Electric Co
EP Transmountain Residential LLC	Schneider Electric USA Inc
El Paso Behavioral Hospital LLC	ROP (River Oaks Properties) Artcraft LLC
Coleman Cable Inc	El Paso Behavioral Hospital LLC
Wal-Mart Stores Inc	Coleman Cable Inc
Schneider Electric USA Inc	Vinton Steel LLC
1776 Cimarron Square LLC	Wal-Mart Stores Inc
ROP (River Oaks Properties) Artcraft LLC	Eagle Family Food Group LLC

M&O Compressed Voter Approved Tax Rate Calculation

	2025 Tax Year FY2026 Revenue	2026 Tax Year FY2027 Revenue
Maximum Compressed Tax Rate <i>(Set by TEA)</i>	\$0.6142	\$0.6085
Tier 2 (Golden Pennies)	\$0.0800	\$0.0800
Tier 3 (Copper Pennies)	\$0.0583	\$0.0583
Tax Rate	\$0.7525	\$0.7468

Reduction of \$0.0057

Calculated Tax Rate

2026 **Certified** Property Values - **\$3,810,820,217**
Net Taxable Levy

► Maintenance and Operations (M & O)

Projected Revenue for Operating Costs \$ 28,032,317
(Certified Values / \$100 X \$0.7468X 98.5%*)

Proposed M & O Rate Per \$100 Valuation \$ 0.7468

► Debt Service (I & S)

Debt Service Amount (to be paid from property taxes) \$ 15,014,632
(Certified Values / \$100 X \$0.40 X 98.5%*)

Debt Service Tax Rate Per \$100 Valuation \$ 0.4000

*Projected Revenue at 98.5% Collection Rate

Voter Approved Tax Rate \$1.1468

Impact of Tax Rates on Average Homeowner

	2025	2026	
	Value After CAP	Value After CAP	Change
Avg. Appraised Value	\$ 306,888	\$ 331,116	\$ 24,228
Homestead Exemption	<u>(140,000)</u>	<u>(140,000)</u>	<u>-0-</u>
Taxable Value	\$ 166,888	\$ 191,116	\$ 24,228
Tax Rate Per \$100 Valuation	\$ 1.1525	\$ 1.1468	\$ (0.0057)
Property Tax Levied	\$ 1,923.38	\$ 2,191.72	\$ 268.34
Average Percent Increase in Appraised Values = 7.89%			
Average Percent Increase in Tax Levied = 13.95%			

Board Questions and Public Comment



MOTION:

To Adopt the 2026-2027 Property Tax Rate

Tax Rate Resolution

- ❖ Maintenance & Operation Rate- \$0.7468
- ❖ Interest & Sinking Rate - \$0.40000
- ❖ Total Tax Rate \$1.1468

**CANUTILLO INDEPENDENT SCHOOL DISTRICT
RESOLUTION TO SET TAX RATE
FOR 2026-2027**

RECITALS

The School District has adopted a fiscal year commencing July 1 and ending June 30.

The School District has received the certified taxable property value within the School District from the El Paso Central Appraisal District.

The Board of Trustees has published the Notice of Public Meeting to Discuss the Proposed Budget and Tax Rate as required by Section 44.004, Texas Education Code.

The Board of Trustees has conducted a public meeting on the proposed tax rate on September 22, 2026.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Canutillo Independent School District as follows hereby levy or set the tax rate on \$100 valuation for the District for the tax year 2026 at a total tax rate of \$1.1468, to be assessed and collected by the duly specified assessor and collector as follows:

\$0.7468 for the purpose of maintenance and operations, and

\$0.4000 for the purpose of payment of principal and interest on debts.

Such taxes are to be assessed and collected by the tax officials designated by the District.

THIS TAX RATE WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS THAN LAST YEAR'S TAX RATE.

THE TAX RATE WILL EFFECTIVELY BE RAISED BY 0.38 PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$4.30.

Adopted this 22nd day of September, 2026, by the Board of Trustees.

Sergio Martinez, President

Cindy Zuniga, Secretary

Board of Trustees

Meeting Date: 09/22/2026

Executive Summary of Board Agenda Item

Subject/Title for Agenda Posting: Approval of Facilities Condition Assessment (FCA) Consulting Services through Procedeo utilizing current awarded contract RFQ 2024-03

Justification Statement: Administration is recommending that Canutillo ISD engage PROCEDEO to conduct a comprehensive Facilities Condition Assessment (FCA) of all District school campuses and support facilities. The purpose of the FCA is to provide the District with a comprehensive, objective assessment of the current condition of its facilities and establish a prioritized, cost-based plan for addressing identified facility needs.

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

Staff Responsible: Dr. Oscar Rico

Signature of Requester(s)
Dr. Oscar Rico Dr. Oscar Rico Veronica Campbell

Signature of Presenter(s)
Cristina Pulley 09/08/26
Business Services Approval (Initials) *Date*

Agenda Summary:

Administration recommends approval of consulting services with PROCEDEO to conduct a comprehensive Facilities Condition Assessment (FCA) of all Canutillo ISD school campuses and support facilities. The assessment will include on-site facility evaluations, input from District and campus leadership, identification and prioritization of facility repair and replacement needs, estimated costs to correct identified deficiencies, and recommended replacement and maintenance cycles for major building components. PROCEDEO will compile the findings into a customized facilities database to assist the District with preventive maintenance, capital improvement planning, budgeting, and long-range facility planning. The completed assessment will provide Administration and the Board of Trustees with a data-driven roadmap for prioritizing future investments in District facilities. This will be a revision to our 2020 assessment completed.

Additionally as part of the current awarded contract RFQ 2024-03, PROCEDEO, the awarded vendor, under the contract term Article 4 Additional Services, may provide consulting services for existing facilities analysis with proper compensation for the additional services to PROCEDEO.

RECOMMENDATION: Administration recommends that the Board of Trustees approve Facilities Condition Assessment (FCA) consulting services with PROCEDEO for a fixed fee of \$48,750, plus reimbursable printing costs, to assess all District school campus

PRIOR BOARD ACTION: 3/24/2020 **AWARDED:** ADM **AWARDED AMOUNT:** \$264,000

AMOUNT(S): \$48,750

ACCOUNT NO(S):

PROCUREMENT METHOD TYPE: (3 Quotes, Cooperative Contract Quotes, Sole Source, Formal Bid)
Canutillo ISD awarded contract RFQ 2024-03

REQUESTING DEPARTMENT:
Operations

CONSEQUENCES OF NON-APPROVAL:

Failure to approve the Facilities Condition Assessment would delay the District's ability to comprehensively identify, prioritize, and estimate costs for facility repair and replacement needs and would limit long-range planning for preventive maintenance and future capital improvements.

IMPLEMENTATION TIMELINE:

Immediate upon Board approval and execution of agreement.

ATTACHMENT(S): ✓ FCA quote



August 3, 2026

Dr. Josue Borrego
Superintendent of Schools
Canutillo Independent School District
7655 Artcraft Rd.
El Paso, TX 799932

RE: PROPOSAL FOR CONSULTING SERVICES - FACILITIES CONDITION ASSESSMENT

Dear Dr. Borrego,

Thank you for allowing PROCEDEO the opportunity to submit this proposal for Facilities Condition Assessment. We are truly excited to have the opportunity to assist you and the district with this most important process. The following is our proposal for the work.

A. SCOPE OF WORK

1. Conduct a Facilities Assessment for each school campus and all support facilities within the Canutillo Independent School District.

- a. PROCEDEO will host a Facilities Assessment meeting with the appropriate ISD staff to establish the goals and full scope of the facilities assessment, and to review the existing assessment.
- b. PROCEDEO will schedule meetings with key ISD personnel to gain insights on the district's goals, educational plan and vision.
- c. PROCEDEO will generate a customized questionnaire based on the outcomes of the meetings listed above. PROCEDEO will then distribute questionnaires to campus principals, department heads and directors, to collect information regarding facility needs.
- d. PROCEDEO will lead and coordinate all work of all the consulting teams and will be responsible for scheduling the assessment walks and compiling all the data.
- e. PROCEDEO and the consulting team will visit all district facilities in order to generate a detailed list of needs, supported by photographs.
- f. PROCEDEO will work with ISD staff to identify replacement cycles for major building components, as well as required maintenance lifecycles to create a preventive maintenance program.
- g. For every facility assessed, PROCEDEO will generate a prioritized list of corrective repair and/or replacement work items, including cost to correct.
- h. PROCEDEO will conduct milestone meetings with ISD staff to review progress, and to vet items for final inclusion.
- i. PROCEDEO will input all information into a customized Microsoft Excel database. The format of the database will be reviewed with ISD key staff to ensure it includes all information needed by the ISD.
- j. The facility assessment database will be delivered to the ISD in Microsoft Excel format.

B. SCHEDULE

We understand the district is looking to complete this project as timely as possible, allowing administration the opportunity to present the results to the Board of Trustees at the earliest available Board meeting. PROCEDEO is prepared to begin the assessment process in whatever timeline is requested from Canutillo ISD, at the convenience of district leadership, to ensure assessment and reporting is prepared at the appropriate time.

B. COMPENSATION

We propose a fixed fee of **\$48,750** (excluding reimbursable printing cost for all deliverables and presentation materials.). Reimbursable expenses will be billed at our costs without additional mark-up.

We look forward to working with you and the staff at Canutillo Independent School District. Should you have any further questions, please do not hesitate to call.

Sincerely,

A handwritten signature in black ink, appearing to read 'B. Dodson', with a stylized flourish at the end.

Bryan Dodson
Vice President

Board of Trustees

Meeting Date: 09/22/2026

Executive Summary of Board Agenda Item

Subject/Title for Agenda Posting: Consideration, Discussion and Possible Action through Board Resolution to Align District Policies and comply with Texas Education Code § 11.005 and § 39.008

Justification Statement: During the 89th Legislative Session, the Texas Legislature enacted Senate Bill 12, which added Section 11.005 to the Texas Education Code (TEC). This statute strictly prohibits school districts from assigning diversity, equity, and inclusion (DEI) duties to any individual and requires school districts to prohibit employees, contractors, and volunteers from engaging in such activities on behalf of the district.

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

Staff Responsible: Martha Carrasco
Signature of Requester(s)
Martha Carrasco Veronica Campbell
Signature of Presenter(s)

Business Services Approval (Initials)

Date

Agenda Summary:

The Texas Education Code (TEC) § 11.005(c) mandates that the Board of Trustees adopt formal local policies and procedures outlining appropriate disciplinary action, up to and including termination, for any employee or contractor who intentionally or knowingly engages in or assigns DEI duties. The statute requires that all district employees and contractors receive communication of such changes according to certified procedures provided to Texas Education Agency via electronic and/or standard form communication.

Under TEC § 39.008, the Superintendent must annually certify compliance with these provisions to the Texas Education Agency (TEA) by September 30. This item seeks Board approval for the local policy amendments, the distribution procedures for employees/contractors, and the authorization for the Superintendent's compliance certification.

RECOMMENDATION: The Administration recommends that the Board of Trustees approve the local policy revisions and the accompanying resolution demonstrating compliance with TEC § 11.005 and TEC § 39.008, and authorize the Superintendent to submit the annual compliance certification to the Texas Education Agency.

PRIOR BOARD ACTION: AWARDED: AWARDED AMOUNT:

AMOUNT(S):

ACCOUNT NO(S):

PROCUREMENT METHOD TYPE: (3 Quotes, Cooperative Contract Quotes, Sole Source, Formal Bid)

REQUESTING DEPARTMENT: Human Resources Department

CONSEQUENCES OF NON-APPROVAL: District will not be in compliance to the Texas Education Agency.

IMPLEMENTATION TIMELINE:

ATTACHMENT(S): ✓ Certification of Compliance for TEA submission; Policies Affected, Form to be provided to Employees and Vendors



TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: Canutillo ISD

County-District Number (CDN): 071907

Superintendent/CEO Name: Dr. Josue Borrego

Certification School Year: 2026-2027

Section 2: Description of Required Policies and Procedures

Provide a description or attach a copy of the policies and procedures required by TEC, §§11.005(c) and 28.0022(h) and describe how employees and contractors were notified of these policies and procedures.

Vendors will be notified via Purchasing Webpage and District Website Communication of Required Policies and Procedure adoptions. Additionally, Vendor Packet will be revised to comply with TEC §§ 11.005 (c) and 28.0022 (h). Vendor Form provided as reference and inclusion to the Vendor Packet revision.

Canutillo ISD has officially adopted TASB numbered Updates 119, 122, 126, and 127 and accepted the TASB Policy Service's local policy recommendations relevant to this compliance certification. As these updates were received and adopted by the District, the information was communicated to Cabinet members, principals and subsequently, staff members. Employees may review the District's updated policies on the Canutillo ISD website. Please see the attached policies relevant to the Compliance Certification. Attached letter will be part of the hiring packet process.

Section 3: Policy or Program Changes

Were any existing policies, programs, procedures, or trainings altered to ensure compliance with TEC, §§39.008, 11.005, and 28.0022? ☐ Yes ☒ No

If yes, describe or attach a copy of the changes below.

Section 4: Cost Savings

Were there any cost savings resulting from actions taken to comply with TEC, §39.008? ☐ Yes ☒ No

Total cost savings: \$ 0

If yes, describe or attach a copy of the cost savings.

Section 5: Board Approval

Date of Board/Governing Body Meeting: 09/22/2026

Meeting notice was posted on LEA website at least seven days in advance: ☒ Yes ☐ No

Public testimony opportunity provided during meeting: ☒ Yes ☐ No

Certification approved by majority vote: ☒ Yes ☐ No

Section 6: Certification Statement

By signing below, the undersigned certifies that the information contained in this document is true and correct and that the district or charter school is in compliance with the requirements of Texas Education Code §§39.008, 11.005(c), and 28.0022(h).

Superintendent/CEO Signature: _____

Date: _____

SWORN TO AND SUBSCRIBED before me on this _____ day of _____, 20____.

Notary Public, State of Texas

Policy	Relevancy	
Section 2 of TEA's Compliance Certification Template [11.005(c) and 28.0022(h)]		
BJCF(LOCAL) — Superintendent: Nonrenewal	Engaging or assigning DEI duties, as well as instructional activities prohibited by law, were included in the list of reasons the superintendent's contract may be nonrenewed.	
BT(LEGAL) — Prohibition on Diversity, Equity, and Inclusion Activities	This new legal framework addresses SB 12's prohibition on DEI activities. Definitions and prohibited activities and certification requirements are included.	
CJ(LEGAL) and (LOCAL) — Contracted Services	Adopted new provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties under SB 12. Violations will result in termination of the contract.	
DF(LEGAL) — Termination of Employment	The legal framework was revised to address the prohibition on DEI and prohibited classroom instruction.	
DFBB(LOCAL) — Term Contracts: Nonrenewal	Engaging or assigning DEI duties, as well as instructional activities prohibited by law, were included in the list of reasons a term contract employee may be nonrenewed.	
DH(LOCAL) — Employee Standards of Conduct	Sections on Prohibited Classroom Instruction or Activities and Prohibited Diversity, Equity, and Inclusion Duties were added.	
Section 3 of TEA's Compliance Certification Template [39.008, 11.005, 28.0022]		
BJA(LEGAL) — Superintendent: Qualifications and Duties	The legal framework was updated to include information regarding the required certifications to TEA.	
BT(LEGAL) — Prohibition on Diversity, Equity, and Inclusion Activities	This new legal framework addresses SB 12's prohibition on DEI activities. Definitions and prohibited activities and certification requirements are included.	
CDC(LEGAL) — Other Revenues: Gifts and Solicitations	A district may not accept private funding for the purpose of developing a curriculum, purchasing or selecting curriculum materials, or providing teacher training or professional development related to a concept listed in Education Code 28.0022(a)(4)(A).	
CJ(LEGAL) and (LOCAL) — Contracted Services	Adopted new provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties under SB 12. Violations will result in termination of the contract.	

Policy	Relevancy	
CMD(LEGAL) — Equipment and Supplies Management: Instructional Materials Care and Accounting	In providing instructional materials for each subject in the required curriculum and each grade level, the district protects students from obscene or harmful content as necessary for compliance with Education Code 28.0022.	
CQA(LEGAL) — Technology Resources: District, Campus, and Classroom Websites	The list of required website postings was updated to reflect that a district must post notice at least seven days before the date on which a meeting is held to discuss the certification of compliance with Education Code 11.005 and 28.0022.	
DG(LEGAL) — Employee Rights and Privileges	Teachers may not be compelled to discuss a widely debated and currently controversial issue of public policy or social affairs and may not be subject to discipline for an allegation that they did so if they are using SBOE-approved instructional materials and teaching with fidelity.	
EMB(LEGAL) — Miscellaneous Instructional Policies: Teaching About Controversial Issues	The legal framework at this code was updated with the information from Education Code 28.0022.	
FOA(LEGAL) — Student Discipline: Removal by Teacher or Bus Driver	A teacher may not remove a student from class based on a single incident of behavior if the student is reasonably discussing certain debated and controversial topics subject to Education Code 28.0022.	



FINANCIAL SERVICES

CANUTILLO A Premier District

Notification of Disciplinary and Purchasing Policies and Procedures Pursuant to SB 12

July 1, 2026

Dear Employee, Contractor or Vendor, ,

Pursuant to Senate Bill 12 of the 89th Texas Legislature, the District is required to notify all employees and contractors of potential disciplinary consequences for violation of Texas Education Code Section 11.005(c) Prohibition on Diversity, Equity and Inclusion Duties and Texas Education Code Section 28.0022(h) Certain Instruction Requirements and Prohibitions.

Any employee or contractor who is in violation of Section 11.005 shall be subject to the District's disciplinary policies and procedures as found in the Board Policy, including but not limited to Board Policy CJ, CQA and DFBB. In accordance with Section 11.005, no employee or contractor shall intentionally or knowingly engage in or assign to another person diversity, equity, and inclusion duties.

Any employee or contractor who is in violation of Section 28.0022 shall be subject to the District's disciplinary policies and procedures as found in Board Policy, including but not limited to Board Policy DH, DCD, OF, DFAA, DFAB, DFBA, and DFBB. In accordance with Section 28.0022 a teacher, employee, contractor or vendor for the District may not engage in any of the prohibited activities regarding course curriculum and other instructional requirements.

Respectfully,

Dr. Josue Borrego
Superintendent of Schools

By my signature below, I acknowledge receipt of this correspondence.

Employee/Vendor Printed Name

Signature

Date

Street Address:
7965 Artcraft Rd.
El Paso, TX 79932

Mailing Address:
P.O. Box 100
Canutillo, TX 79835

P: (915) 877-7516
F: (915) 877-7524
canutillo-isd.org

Canutillo Independent School District does not discriminate on the basis of race, color, religion, gender, sex, national origin, age, disability, military status, genetic information, or any other basis prohibited by law in its employment practices or in providing education services, activities, and programs, including career and technical education (vocational programs).

For additional information regarding Canutillo Independent School District's policy of nondiscrimination contact the Human Resources Division:
(915) 877-7423 | 7965 Artcraft Dr. | El Paso TX 79932.

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 ☐ Human Resources ☐ 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 commitment 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

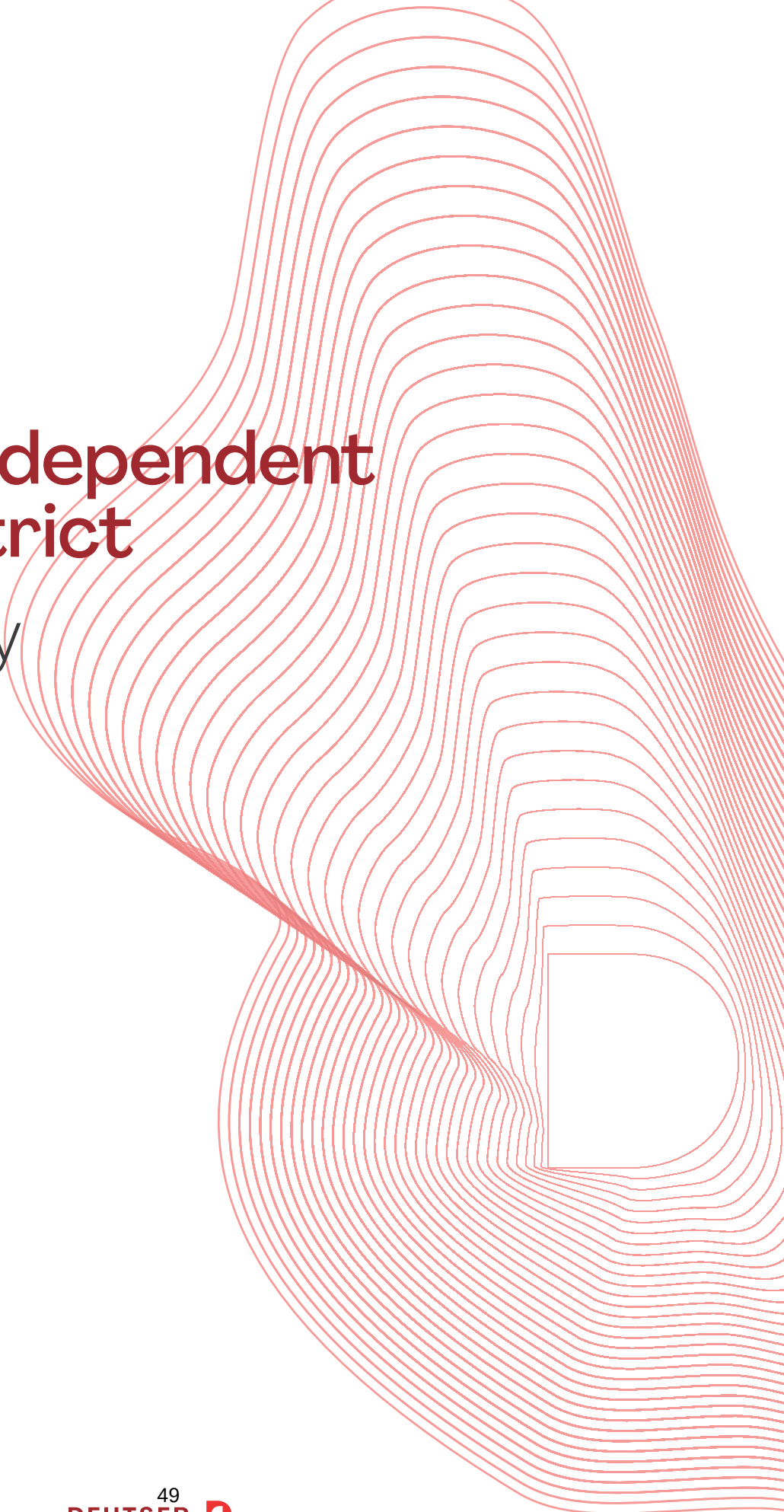
LINE#	QUANTITY	UOM	ITEM NO.	UNIT PRICE	UNIT DISC	TAX	FREIGHT	TOTAL
1	1.00000		2024 CISD Bond Program - Professional services within a changing education environment to articulate strategic changes to establish a new positioning line and develop updated brand elements and creative concepts. Section 1: 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

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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:

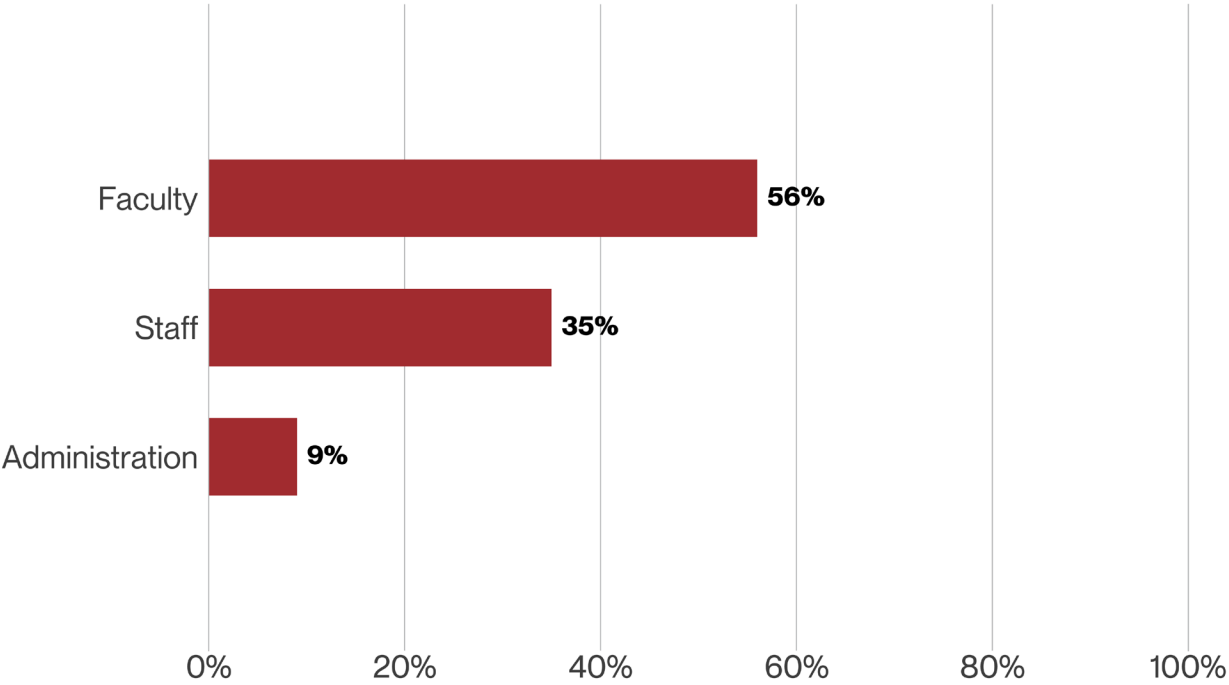
- **Visible Progress and Priorities:** While some respondents noted effective use of funds for land purchases and school construction, others expressed concern about delays and limited progress of on-the-ground improvements.
- **Bond Messaging and Trust:** Respondents voiced frustration over campaign 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

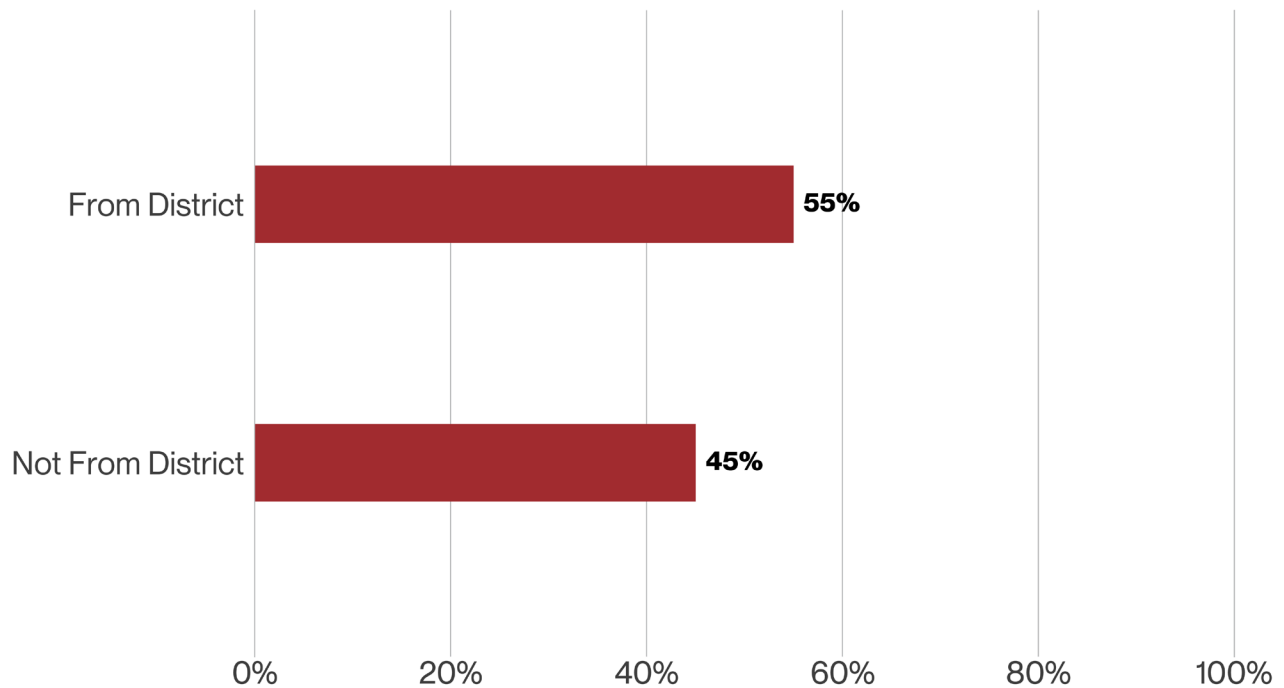
ROLE

What is your role in Canutillo ISD?



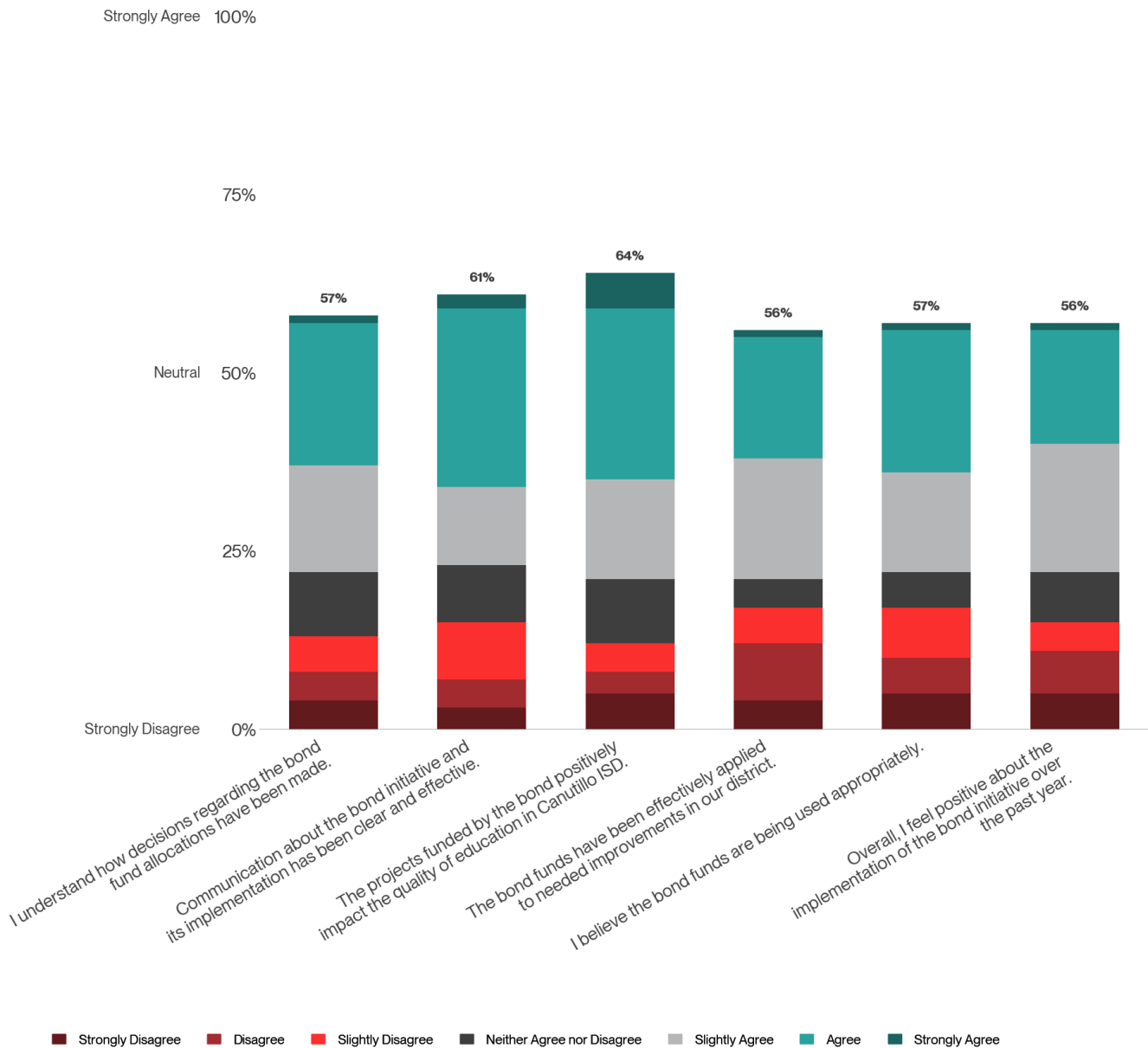
LOCATION

Do you live in the district?



ALL RESPONDENTS

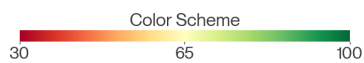
Bond Survey Items



ROLE

Bond Survey Items

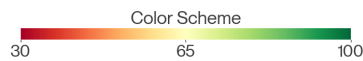
Overall, I feel positive about the implementation of the bond initiative over the past year.	79	56	55
I believe the bond funds are being used appropriately.	81	57	50
The bond funds have been effectively applied to needed improvements in our district.	76	56	52
The projects funded by the bond positively 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

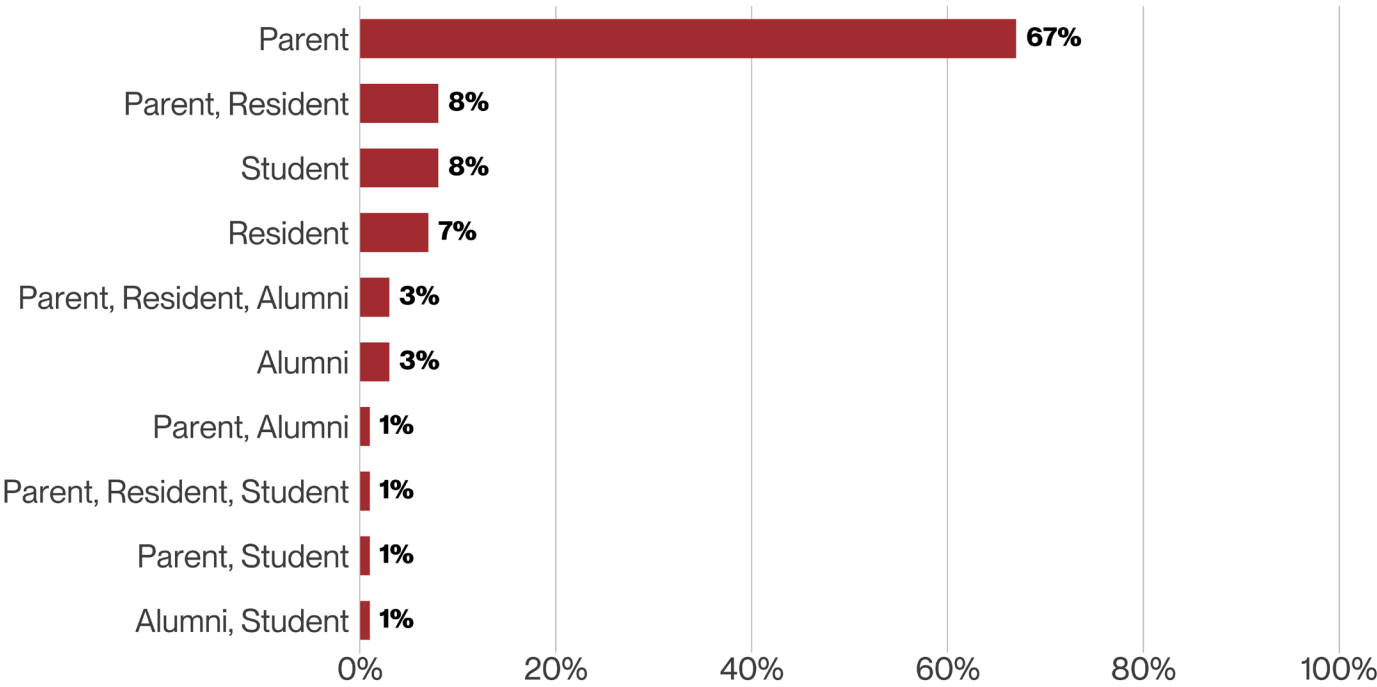
Overall, I feel positive about the implementation of the bond initiative over the past year.	58	56
I believe the bond funds are being used appropriately.	58	55
The bond funds have been effectively applied to needed improvements in our district.	56	56
The projects funded by the bond positively impact 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

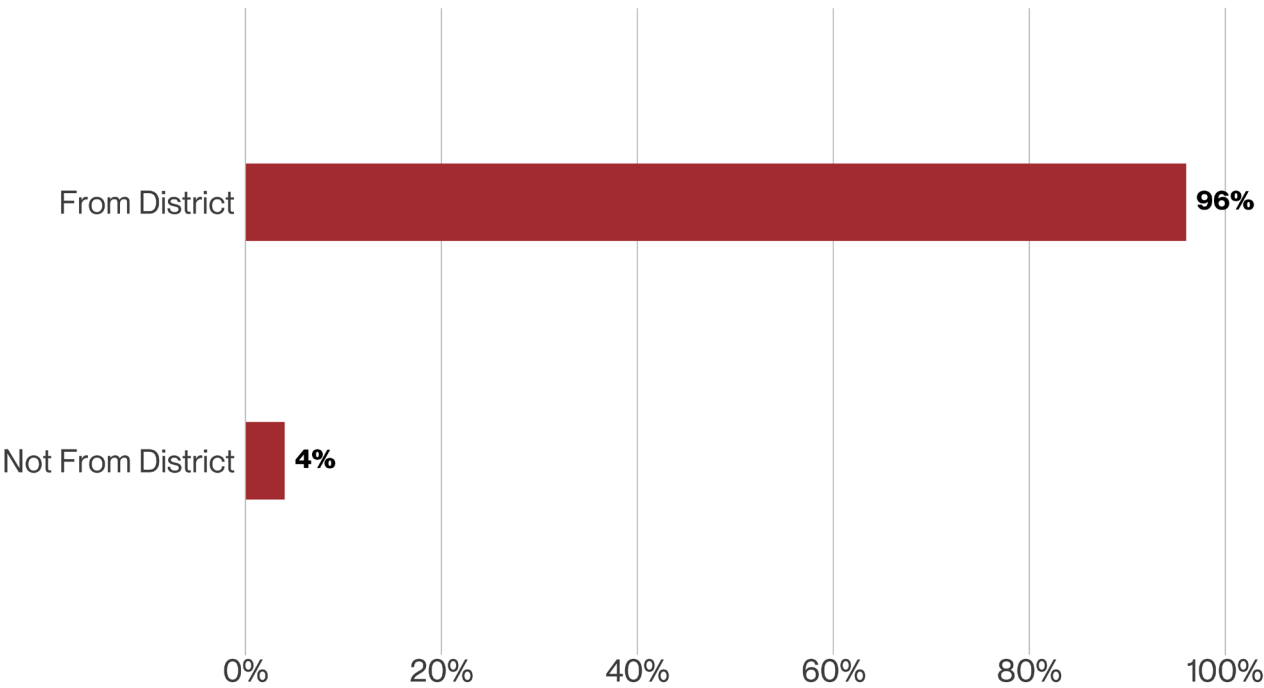
CONSTITUENTS

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



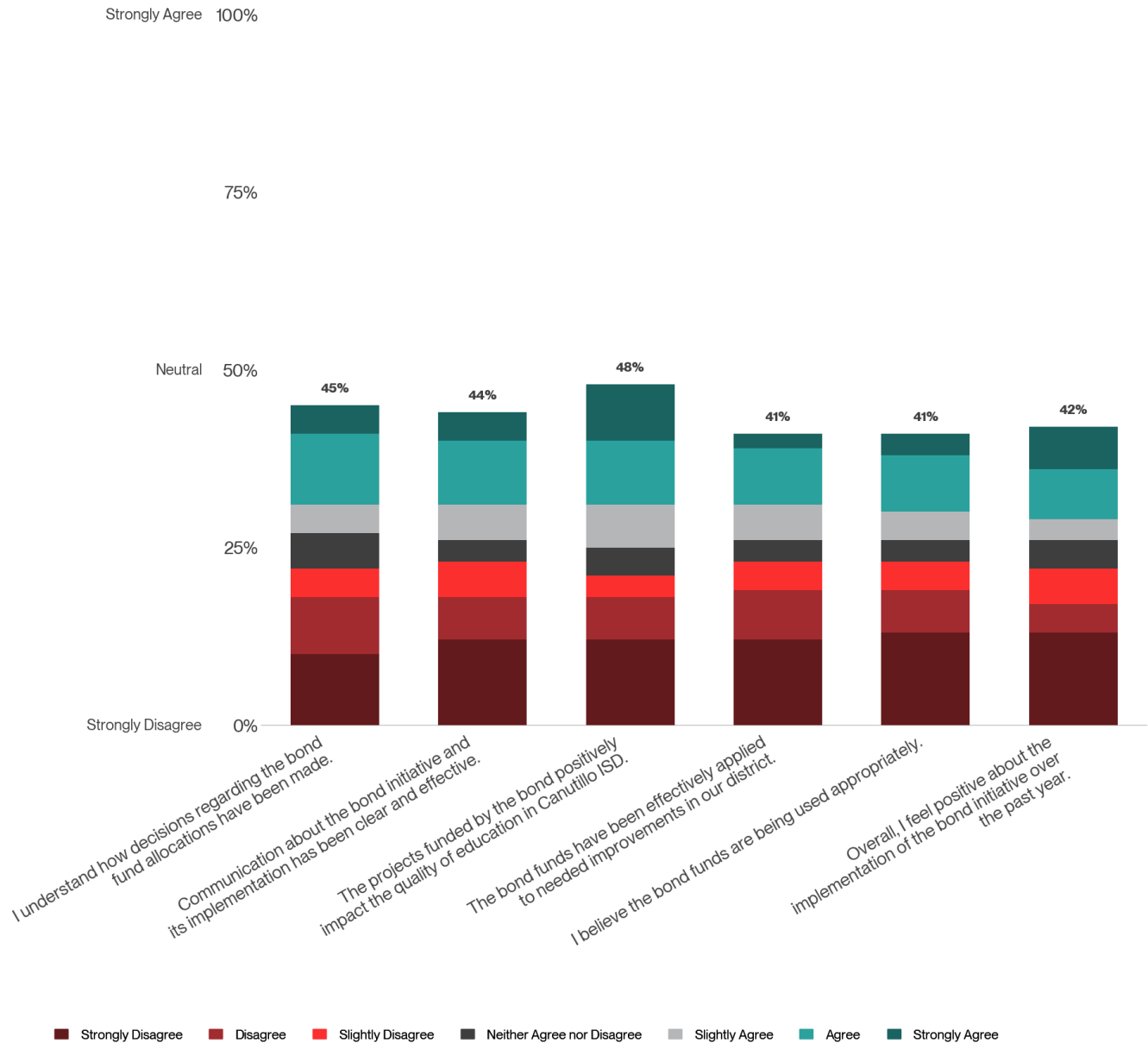
LOCATION

Do you live in the district?



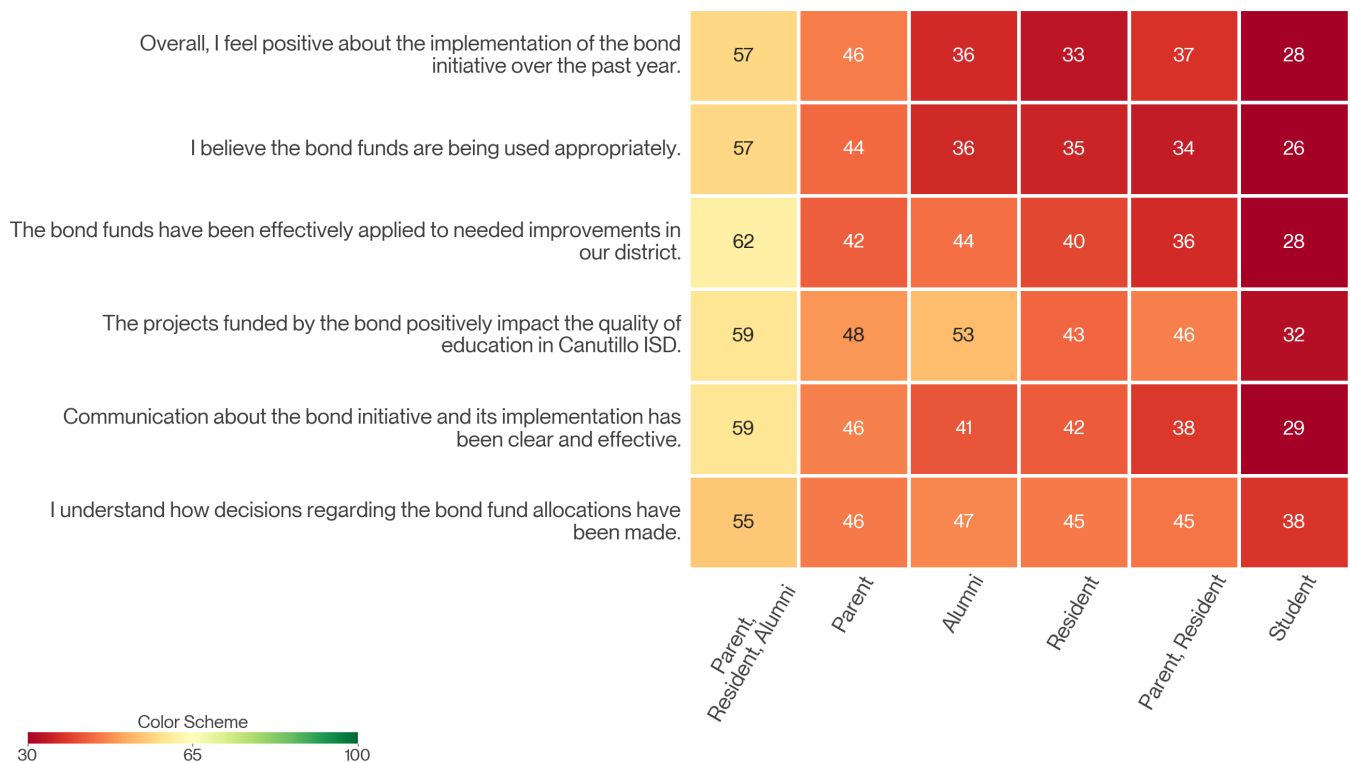
ALL RESPONDENTS

Bond Survey Items



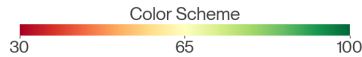
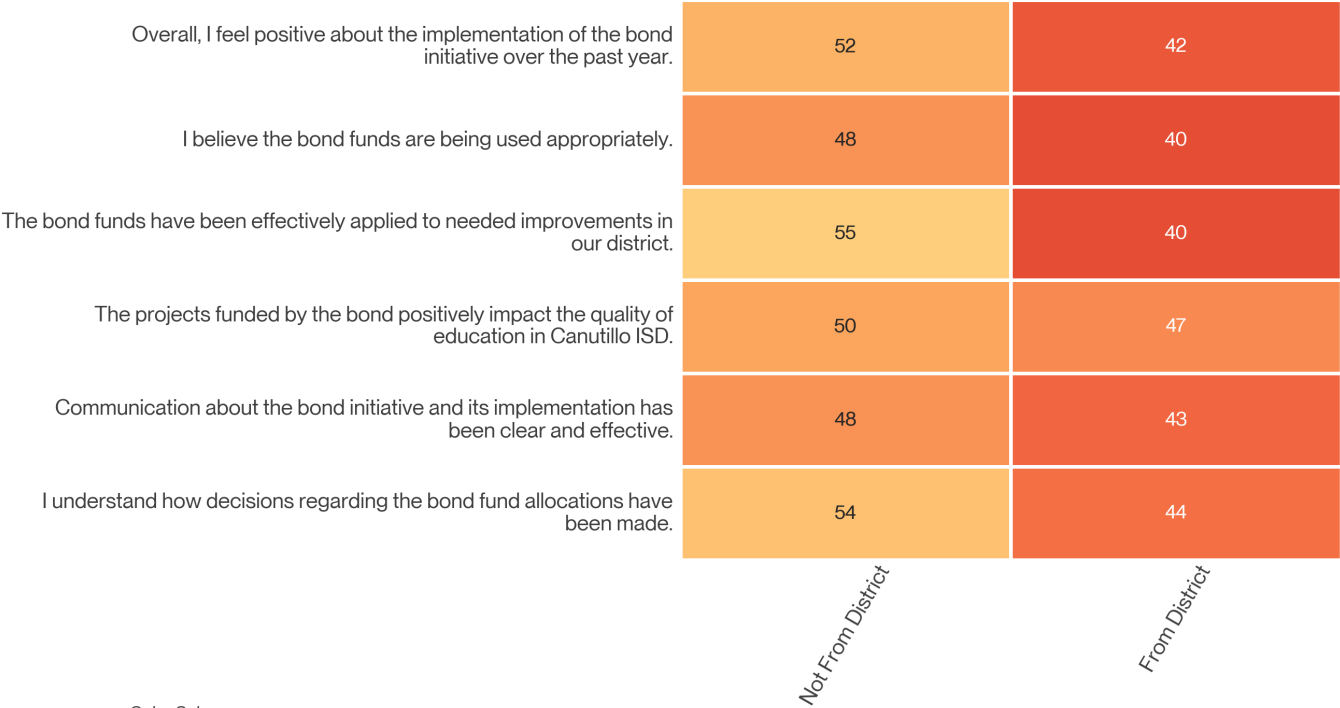
CONSTITUENTS

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.”*
- *“If, 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.”*

DEUTSER 

Board of Trustees

Meeting Date: 08/26/2026

Executive Summary of Board Agenda Item

Subject/Title for Agenda Posting: Consideration, Discussion and Possible Action to Award Request for Proposal (RFP) 2026-046 Self Funded Medical, Pharmacy Benefit Management, Specific Stop Loss Insurance, Near Site Clinic, HSA and COBRA Administration

Justification Statement:

The District has benefited from current Aetna contract award. Due to the insurance market increasing making it less affordable for CISD staff. Administration advertised for these services through an RFP complying with CHS (Local)) and to secure the best value for the district..

Purpose of Agenda Item:

☐ Information ☒ Discussion ☒ Action

Item Type:

☐ Curriculum & Instruction ☒ HumanResources ☐ Business Services

Staff Responsible:

Veronica Campbell/ Julie Uranga

Signature of Requester(s)

Veronica Campbell/ Julie Uranga

Signature of Presenter(s)

CP

Business Services Approval (Initials)

08/17/2026

Date

Agenda Summary:

On June 23, 2026 Administration presented responses received for solicitation RFP 2026-046 Self -Funded Medical, PharmacyBenefit Management, Specific Stop Loss Insurance, Near Site Clinic, HSA and COBRA Administration. At that time, Administration recommended that the Board of Trustees approve to enter into negotiations to secure a possible contract with the highest ranked vendor. Additionally, the Board of Trustees directed Administration that if negotiations were not successful or determined that the response presented by the highest ranked vendor was not the best value then Administration would propose an alternate solution and present the proposed alternate solution to the Board of Trustees at an upcoming meeting and after a District Survey and meeting with the Benefits!Committee were completed as directed by the Board of Trustees.

On July 31, 2026, Administration completed the Health Insurance Survey. On August 12, 2026 Administration coordinated the Benefits Committee Meeting. As stated in Board Policy CH (Local) any single, budgeted purchase of goods or services that cost over \$50,000 or more, regardless of whether the goods or services are competitively purchased, shall require Board approval before a transaction may take place.

RECOMMENDATION:

Administration recommends award of RFP 2026-046 as presented.

PRIOR BOARD ACTION:

AWARDED:

AWARDED AMOUNT:

AMOUNT(S):

ACCOUNT NO(S):

PROCUREMENT METHOD TYPE: (3 Quotes, Cooperative Contract Quotes, Sole Source, Formal Bid)

Formal Solicitation (RFP 2026-046)

REQUESTING DEPARTMENT:

Human Resources

CONSEQUENCES OF NON-APPROVAL:

Only have one (1) year left on current HR Benefits Contract expires December 2027

IMPLEMENTATION TIMELINE:

ATTACHMENT(S): ✓

Original Evaluation Score Sheet & Gallagher Responses Presentation (Provided June 23, 2026)
Gallagher Presentation provided to Benefits Committee
Local Districts -Benefits Comparisons

CANUTILLO | A Premier District



Overall Evaluation Score Sheet

RFP 2026-046 Self Funded Medical, Pharmacy Benefit Management,

Procurement type Specific Stop Loss Insurance, Near Site Clinic, HAS, COBRA

Campus/Dept: Human Resources

(In alphabetical order)	Vendor #1	Vendor #2	Vendor #3
<i>Overall Evaluation Score Sheet</i>	Aetna	Blue Cross Blue Shield	Cigna
Purchase Price			
TOTAL# of points 30	29.60	21.00	19.00
Reputation of the Proposer's Goods and Services			
TOTAL# of points 10	8.20	8.20	6.60
The Quality of the Proposer's Goods or Services to Include technical solution			
TOTAL# of points 15	13.40	11.60	9.80
The extent to which the goods or services meet the District's needs			
TOTAL# of points 15	14.00	10.80	9.80
Past Relationship with the District			
TOTAL# of points 5	4.00	4.00	0.60
The impact on the ability of the district to comply with laws and rules related to historically underutilized businesses			
TOTAL# of points 0			
The long-term cost to the district to acquire the vendor's goods or services			
TOTAL# of points 25	23.60	11.00	12.00
TOTAL SCORE 100	92.80	66.60	57.80

Evaluation Completed by Committee on June 8, 2026



Canutillo ISD Benefit RFP

June 23rd, 2026



Gallagher

Insurance | Risk Management | Consulting

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RFP Methodology

Questionnaire

- Overall review of carriers and services offered is completed
- Evaluation of carriers' ability to manage the District's plans and needs is conducted

Discount Analysis (Completed during BAFO)

- Discounts are evaluated based on our Uniform Discount Standard (UDS) database
- Savings or costs are then evaluated from a percent and dollar impact viewpoint

Fee Analysis

- Administration fees are analyzed

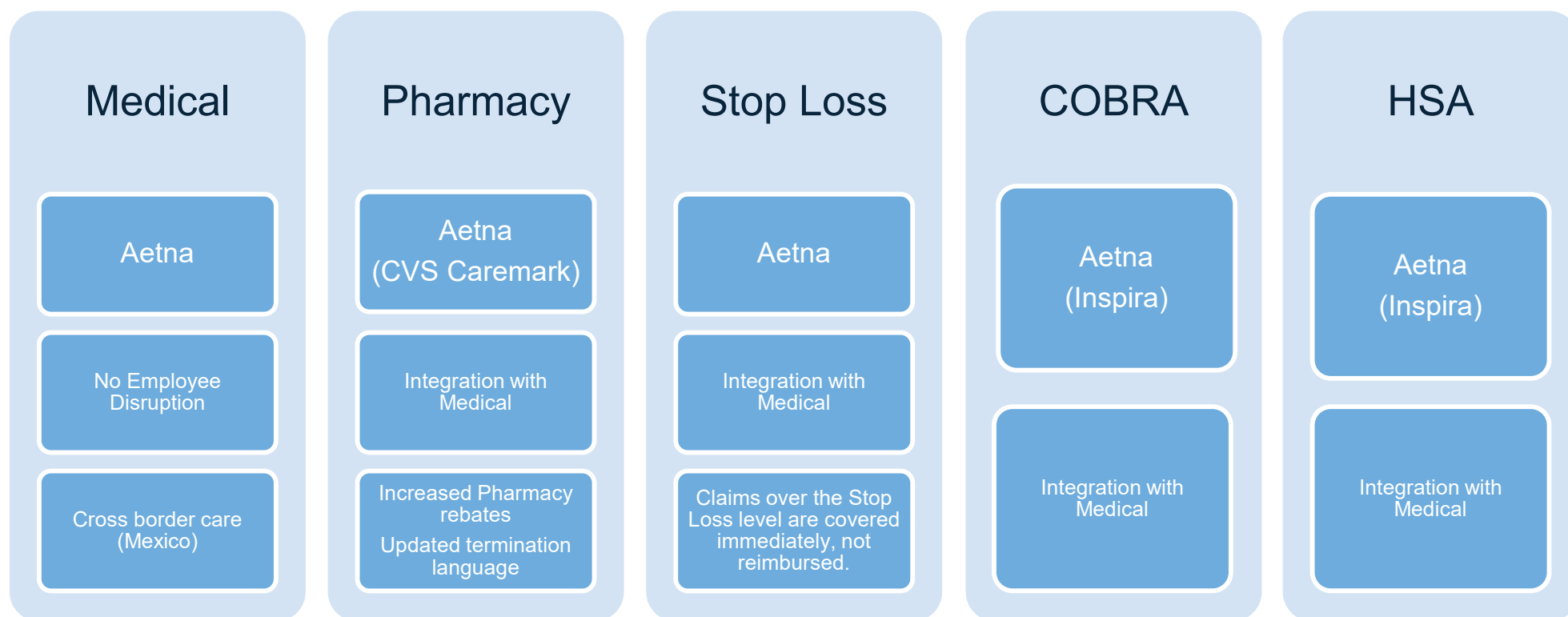
Medical and Pharmacy Projection

Financial Category Scenario Description	1/1/2026 - 12/31/2026	1/1/2026 - 12/31/2026	1/1/2027 - 12/31/2027	1/1/2027 - 12/31/2027	1/1/2027 - 12/31/2027
	Budget	Latest Estimate	Projection	Alternative 1	Alternative 2
Medical Trend		9.0%	9.0%	BCBS ⁽²⁾	Cigna ⁽²⁾
RX Trend		11.00%	11.00%	9.0%	9.0%
Stop Loss Deductible	\$175,000	\$175,000	\$175,000	11.0%	11.0%
				\$175,000	\$175,000
Average Subscribers	477	477	477	477	477
PEPM Variable Costs					
Medical Cost (Net ISL)		\$643.86	\$701.81	\$686.95	\$711.30
Pharmacy Cost (Net ISL)		\$432.56	\$478.94	\$487.13	\$485.50
PEPM Variable Total		\$1,076.42	\$1,181.95	\$1,174.08	\$1,196.79
PEPM Fixed Costs					
Administrative Fee ^a		\$36.50	\$35.50	\$63.44	\$59.56
ISL Stop-Loss Fee ⁽¹⁾		\$188.67	\$242.81	\$242.81	\$242.81
Rx Rebates		-\$90.07	-\$102.48	-\$80.20	-\$121.51
Rx Admin Fee		\$2.20	\$1.33	\$8.94	\$11.12
PEPM Fixed Costs Total		\$137.30	\$177.16	\$235.00	\$191.97
PEPM Total Gross Cost	\$990.58	\$1,213.72	\$1,359.11	\$1,409.08	\$1,388.77
Annual Total Gross Cost	\$5,670,000	\$6,947,000	\$7,780,000	\$8,066,000	\$7,949,000
PEPM Employee Contributions	\$267.58	\$267.58	\$267.58	\$267.58	\$267.58
Annual Employee Contributions	\$1,532,000	\$1,532,000	\$1,532,000	\$1,532,000	\$1,532,000
PEPM Total Net Cost	\$723.00	\$946.14	\$1,091.53	\$1,141.50	\$1,121.19
Annual Total Net Cost	\$4,138,000	\$5,416,000	\$6,248,000	\$6,534,000	\$6,418,000
Annual					
Δ Change vs. 2026 Gross Budget		\$1,277,000	\$2,110,000	\$2,396,000	\$2,279,000
Δ Change vs. Latest Estimate			\$833,000	\$1,119,000	\$1,002,000
PEPM					
Δ Change vs. 2026 Gross Budget		\$223.14 22.5%	\$368.53 37.2%	\$418.50 42.2%	\$398.19 40.2%
Δ Change vs. Latest Estimate			\$145.39 12.0%	\$195.36 16.1%	\$175.05 14.4%

(1) Stop Loss Fees are Illustrative

(2) Early Termination Fee for PBM contract is \$5.00 per Member

Recommendations



Appendix

Respondents

Carrier	AM Best Rating	Line of Coverage	Status
Aetna	A/XV	Medical, Rx, Stop Loss, HSA, COBRA	BAFO
BPP Admin	NR	COBRA, HSA	Initial
BCBSTX	A+/XV	Medical, Rx, Stop Loss	BAFO
Cigna	A/XV	Medical, Rx, HSA	BAFO
Care ATC	NR	Near Site Clinic	Initial
Curative	A-	Medical, Rx	Uncompetitive
Gulf Coast Educators	NR	HSA	Initial
NBS	NR	COBRA, HSA	Initial
RxBenefits	NR	Rx	Initial
TEB	NR	COBRA, HSA	Initial
TASC	NR	COBRA, HSA	Initial
Wex	NR	COBRA, HSA	Initial

*While Gallagher does not guarantee the financial viability of any health insurance carrier or market, it is an area we recommend that clients closely scrutinize when selecting a health insurance carrier. There are a number of rating agencies that can be referred to including, A.M. Best, Fitch, Moody's, Standard & Poor's, and Weiss Ratings (The Street.com). Generally, agencies that provide ratings of Health Insurers, including traditional insurance companies and other managed care organizations, reflect their opinion based on a comprehensive quantitative and qualitative evaluation of a company's financial strength, operating performance and market profile. However, these ratings are not a warranty of an insurer's current or future ability to meet its contractual obligations.

Thank You!

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Insurance | Risk Management | Consulting

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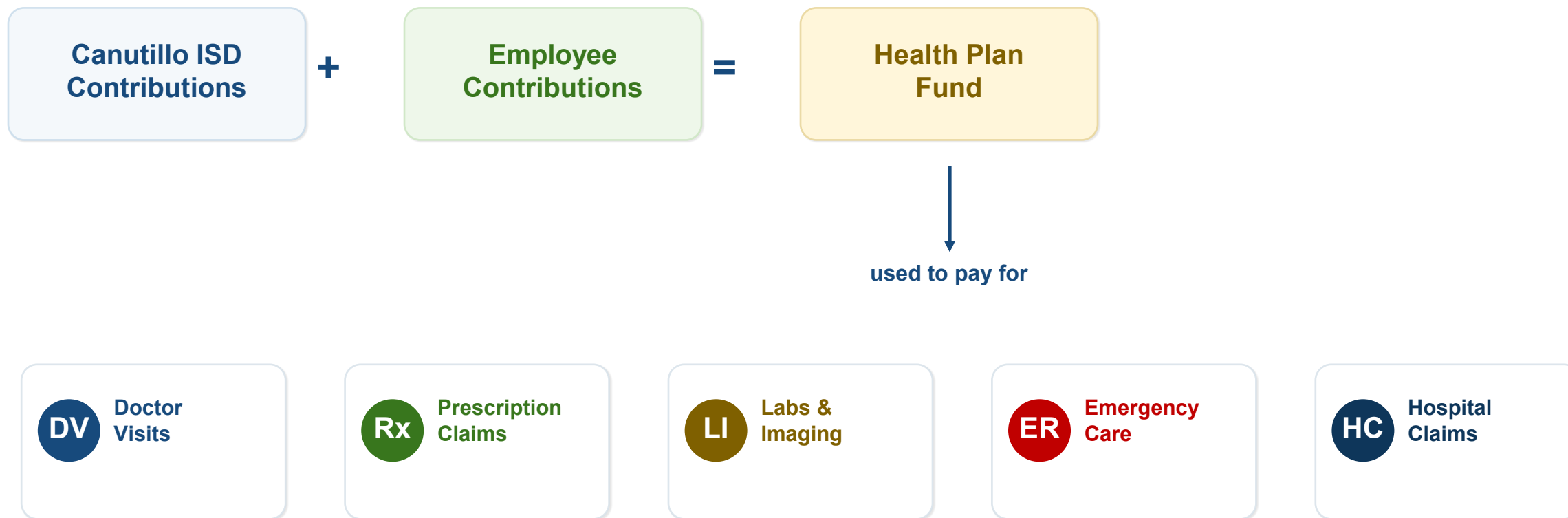
Canutillo ISD Board Meeting

September 22, 2026

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A self-funded plan means we're all in it together

Contributions flow into the health plan fund and are used to pay claims.



The cost of the plan is directly connected to medical and prescription claims paid from the plan fund.

By working together and making informed healthcare decisions, employees can help maintain a strong and sustainable health plan.

FEDlogic



Federal & State Benefit Navigation

Cost Containment with Government Healthcare Solutions

Good for employees, good for you.



Expert advocacy that connects employees to government healthcare programs

FEDlogic connects employees with expert advocates to navigate federal and state healthcare programs, presenting alternative coverage options at reduced costs. Support is unlimited, impartial, confidential, and free for employees and their household members. By helping during critical life events, FEDlogic can lower employee healthcare costs and mitigate employer risk.

Premature Babies	ESRD	Cancer	Healthcare.gov	SSI
Medicaid	Disability	Dialysis	ALS	Survivor's Benefits
Veteran's Benefits	Tribal Benefits	COBRA	Medicare	Catastrophic Claims

The FEDlogic Difference

- Lifetime 1:1 ROI guarantee
- 7:1 ROI average
- Covering over 5 million individuals nationwide
- 10 years in service
- Experts with 25+ years average government tenure
- Household and part-time covered at no cost



EXPERTISE

TRUE EXPERT ADVOCACY

Experienced professionals with extensive federal agency backgrounds use decades of expertise to help families navigate and access available programs.

100



GUIDANCE

PEACE OF MIND

Support spans more than Medicare navigation, with guidance across over 1,000 state and federal programs. Consultations are unlimited, confidential, and free.



VALUE

TRUE SAVINGS

An independent actuarial analysis provides a conservative savings basis. Employers typically have 2.4x greater initial claims savings than estimated.

Current Plan Design

Schedule of Benefits	Aetna CDHP Tier 1	Aetna CDHP Tier 2	Aetna Basic Tier 1	Aetna Basic Tier 2
Deductible (Median)	\$3,500 / \$7,000	\$7,000 / \$14,000	\$4,000 / \$12,000	\$10,000 / \$20,000
Out-of-Pocket Maximum (Median)	\$5,000 / \$10,000	\$10,000 / \$20,000	\$8,150 / \$16,300	\$10,000 / \$20,000
Coinsurance	Plan pays 80%	Plan pays 60%	Plan pays 70%	Plan pays 50%
Office Visits PCP/Specialist	80% after Ded / 80% after Ded	60% after Ded / 60% after Ded	\$35 / \$70 copay	\$50 / \$100 copay
Urgent Care	80% after Ded	60% after Ded	\$75 copay	\$100 copay
Emergency Room	80% after Ded	60% after Ded	70% after \$500	70% after \$500
Telemedicine Copay	80% after Ded	60% after Ded	\$35 copay	\$50 copay
Pharmacy	coinsurance	coinsurance	copays	copays
(Generic, Preferred, Non-preferred, Specialty)	90% after Ded / 90% after Ded / 80% after Ded / 60% after Ded	90% after Ded / 90% after Ded / 80% after Ded / 60% after Ded	\$0 / \$10 / \$50 / \$150	\$0 / \$10 / \$50 / \$150

Plan Design Option

Max Out Basic/PPO Plan

Schedule of Benefits	Aetna CDHP Tier 1 (ACO)	Aetna CDHP Tier 2	Aetna Basic Tier 1 (ACO)	Aetna Basic Tier 2
Deductible (Median)	\$3,500 / \$7,000	\$7,000 / \$14,000	\$6,000 / \$14,000	\$12,000 / \$20,000
Out-of-Pocket Maximum (Median)	\$5,000 / \$10,000	\$10,000 / \$20,000	\$10,000 / \$20,000	\$12,000 / \$20,000
Coinsurance	Plan pays 80%	Plan pays 60%	Plan pays 60%	Plan pays 40%
Office Visits PCP/Specialist	80% after Ded / 80% after Ded	60% after Ded / 60% after Ded	\$50 / \$85 copay	\$70 / \$125 copay
Urgent Care	80% after Ded	60% after Ded	\$125 copay	\$125 copay
Emergency Room	80% after Ded	60% after Ded	60% after \$750	60% after \$750
Pharmacy	coinsurance	coinsurance	copays	copays
(Generic, Preferred, Non-preferred, Specialty)	90% after Ded / 90% after Ded / 80% after Ded / 60% after Ded	90% after Ded / 90% after Ded / 80% after Ded / 60% after Ded	\$0 / \$30 / \$75 / \$225	\$0 / \$30 / \$75 / \$225

Rates

Coverage Tier	Current				Renewal Plan Year		
	Enrollment	Total Rates	Employer	Employee	Total Rates	Employer	Employee

Basic Plan

Employee Only	111	\$951.64	\$723.00	\$228.64	\$922.29	\$723.00	\$199.29
Employee + Spouse	4	\$1,374.52	\$723.00	\$651.52	\$1,380.38	\$723.00	\$657.38
Employee + Ch(ren)	10	\$1,221.39	\$723.00	\$498.39	\$1,226.60	\$723.00	\$503.60
Employee + Family	4	\$1,644.27	\$723.00	\$921.27	\$1,651.29	\$723.00	\$928.29

CDHP

Employee Only	212	\$833.85	\$723.00	\$110.85	\$1,026.54	\$723.00	\$303.54
Employee + Spouse	19	\$1,314.45	\$723.00	\$591.45	\$1,618.21	\$723.00	\$895.21
Employee + Ch(ren)	93	\$1,162.49	\$723.00	\$439.49	\$1,431.13	\$723.00	\$708.13
Employee + Family	19	\$1,585.37	\$723.00	\$862.37	\$1,951.73	\$723.00	\$1,228.73

Thank you

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2026-27 TRS-ActiveCare Plan Highlights Sept. 1, 2026 – Aug. 31, 2027



All TRS-ActiveCare participants have **three plan options**. Each includes a wide range of wellness benefits.

This plan is closed to new enrollees. Current TRS-ActiveCare 2 participants can stay enrolled.

How to Calculate Your Monthly Premium

Total Monthly Premium

➔ Your Employer Contribution

➔ Your Premium

Ask your Benefits Administrator for your district's specific premiums

Being Healthy is Easy

- \$0 preventive services
- One-on-one health coaches
- Weight loss programs and nutrition
- TRS Virtual Health
- **Member Rewards is even better. Now** you'll get a check when you use Member Rewards and choose low-cost, high-quality doctors and facilities – up to \$599* per tax year.
- Almost Remote Recovery gives you in-home virtual physical therapy to relieve common aches and pains at no cost.*

* Eligibility rules may apply.

See the Annual Enrollment Guide for more details.

Mental Health

You have in-office and virtual benefits:

- TRS-ActiveCare Primary Plan: \$30 copay for office visits or \$0 with Teladoc
- TRS-ActiveCare Primary+ Plan: \$15 copay for office visits or \$0 with Teladoc
- TRS-ActiveCare HD Plan: 30% coinsurance after deductible or \$42 with Teladoc
- TRS-ActiveCare 2 Plan: \$20 copay for office visits or \$12 with Teladoc

	TRS-ActiveCare Primary	TRS-ActiveCare Primary+	TRS-ActiveCare HD
Plan Summary	- Lowest premium of the three available plans - Copays for doctor visits before you meet your deductible - Statewide network - Primary Care Provider referrals required to see specialists - Not compatible with a Health Savings Account - No out-of-network coverage	- Highest premium of the three available plans - Copays for many services and drugs - Lower deductible than the HD and Primary plans - Statewide network - Primary Care Provider referrals required to see specialists - Not compatible with a Health Savings Account - No out-of-network coverage	- Higher premium of the three available plans - Must meet your deductible before plan pays for non-preventive care - Nationwide network with out-of-network coverage - No requirement for Primary Care Providers or referrals - Compatible with a Health Savings Account

Monthly Premiums	Total Premium	Employer Contribution	Your Premium	Total Premium	Employer Contribution	Your Premium	Total Premium	Employer Contribution	Your Premium
Employee Only	\$475			\$560			\$495		
Employee and Spouse	\$1,283			\$1,456			\$1,337		
Employee and Children	\$808			\$952			\$842		
Employee and Family	\$1,615			\$1,846			\$1,683		

Plan Features	In-Network Coverage Only	In-Network Coverage Only	In-Network	Out-of-Network
Individual/Family Deductible	\$2,500/\$5,000	\$1,200/\$2,400	\$3,400/\$6,800	\$6,800/\$13,600
Coinsurance	You pay 30% after deductible	You pay 20% after deductible	You pay 30% after deductible	You pay 50% after deductible
Individual/Family Maximum Out of Pocket	\$8,050/\$16,100	\$6,900/\$13,800	\$8,300/\$16,600	\$20,500/\$41,000
PCP Required	Yes	Yes	No	No

Doctor Visits				
Primary Care	\$30 copay	\$15 copay	You pay 30% after deductible	You pay 50% after deductible
Specialist	\$70 copay	\$70 copay	You pay 30% after deductible	You pay 50% after deductible

Immediate Care				
Urgent Care	\$50 copay	\$50 copay	You pay 30% after deductible	You pay 50% after deductible
Emergency Care	You pay 30% after deductible	You pay 20% after deductible	You pay 30% after deductible	You pay 30% after deductible
TRS Virtual Health-Red/MD™	\$0 per medical consultation	\$0 per medical consultation	\$30 per medical consultation	\$30 per medical consultation
TRS Virtual Health-Teladoc®	\$12 per medical consultation	\$12 per medical consultation	\$42 per medical consultation	\$42 per medical consultation

Prescription Drugs				
Drug Deductible	Integrated with medical	\$200 deductible per participant (brand drugs only)	Integrated with medical	Integrated with medical
Generics (31-Day Supply/90-Day Supply)	\$15/\$45 copay; \$0 copay for certain generics	\$15/\$45 copay	You pay 20% after deductible; \$0 coinsurance for certain generics	You pay 20% after deductible; \$0 coinsurance for certain generics
Preferred (Max does not apply if brand is selected and generic is available)	You pay 30% after deductible	You pay 25% after deductible (\$100 max)/ You pay 25% after deductible (\$265 max)	You pay 25% after deductible	You pay 25% after deductible
Non-preferred	You pay 50% after deductible	You pay 50% after deductible	You pay 50% after deductible	You pay 50% after deductible
Specialty (31-Day Max) Call 1-844-367-6108 to see if your specialty medication is covered by SaveOnSP.	You pay 30% after deductible; \$0 if SaveOnSP eligible	You pay 20% after deductible (\$500 max); \$0 if SaveOnSP eligible	You pay 20% after deductible	You pay 20% after deductible
Insulin Out-of-Pocket Costs	\$25 copay for 31-day supply; \$75 for 61- to 90-day supply	\$25 copay for 31-day supply; \$75 for 61- to 90-day supply	You pay 25% after deductible	You pay 25% after deductible

TRS-ActiveCare 2
- Closed to new enrollees - Current enrollees can choose to stay in the plan - Lower deductible - Copays for many services and drugs - Nationwide network with out-of-network coverage - No requirement for Primary Care Providers or referrals

Total Premium	Employer Contribution	Your Premium
\$1,013		
\$2,402		
\$1,507		
\$2,841		

In-Network	Out-of-Network
\$1,000/\$3,000	\$2,000/\$6,000
You pay 20% after deductible	You pay 40% after deductible
\$7,900/\$15,800	\$23,700/\$47,400
No	No

Tier 1: \$20 copay Tier 2: \$40 copay	You pay 40% after deductible
Tier 1: \$55 copay Tier 2: \$85 copay	You pay 40% after deductible

\$50 copay	You pay 40% after deductible
You pay a \$250 copay plus 20% after deductible	
\$0 per medical consultation	
\$12 per medical consultation	

\$200 brand deductible	
\$20/\$45 copay	
You pay 25% after deductible (\$40 min/\$80 max)/ You pay 25% after deductible (\$105 min/\$210 max)	
You pay 50% after deductible (\$100 min/\$200 max)/ You pay 50% after deductible (\$215 min/\$430 max)	
You pay 30% after deductible (\$200 min/\$900 max); \$0 if SaveOnSP eligible	
\$25 copay for 31-day supply; \$75 for 61- to 90-day supply	

2026/2027 MEDICAL PLAN OPTIONS Effective Sept. 1, 2026	TRSAActiveCare Primary (BCBS of TX Network) <u>HMO</u>	TRSAActiveCare Primary+ (BCBS of TX Network) <u>HMO</u>	TRSAActiveCare HD (BCBS of TX Network) <u>PPO</u>	
Plan Features	- Lowest premium of all three plans - Copays for doctor visits before you meet your deductible - Statewide network - Primary Care Provider (PCP) referrals required to see specialists - Not eligible for a Health Savings Account (HSA) - No out-of-network coverage	- Lower deductible than the HD and Primary plans - Copays for many services and drugs - Higher premium - Statewide network - PCP referrals required to see specialists - Not eligible for Health Savings Account (HSA) - No out-of-network coverage	- Compatible with a Health Savings Account (HSA) - Nationwide network with out-of-network coverage - No requirement for PCPs or referrals Must meet your deductible before plan pays for non-preventive care	
Monthly Employee Premium Portion				
Employee only	\$154	\$239	\$174	
Employee and Spouse	\$962	\$1,135	\$1,016	
Employee and Child(ren)	\$487	\$631	\$521	
Employee and Family	\$1,294	\$1,527	\$1,362	
Plan Summary				
Type of Coverage	In-Network Coverage Only	In-Network Coverage Only	In-Network	Out of Network
Individual/Family Deductible	\$2,500/\$5,000	\$1,200/\$2,400	\$3,400/\$6,800	\$6,800/\$13,600
Coinsurance	You pay 30% after deductible	You pay 20% after deductible	You pay 30% after deductible	You pay 50% after deductible
Individual/Family Max Out of Pocket	\$8,050/\$16,100	\$6,900/\$13,800	\$8,300/\$16,600	\$20,500/\$41,000
Network	Statewide Only Network	Statewide Only Network	Nationwide Network	
Primary Care Provider (PCP) Required	Yes	Yes	No	
PCP Referral to Specialist Required	Yes	Yes	No	
Doctor Visits				
Preventive Care	\$0 Copay	\$0 Copay	\$0 Copay	
Primary Care	\$30 Copay	\$15 copay	You pay 30% after deductible	You pay 50% after
Specialist	\$70 Copay	\$70 copay	You pay 30% after deductible	You pay 50% after
Immediate Care Facilities				
Urgent Care	\$50 copay	\$50 copay	You pay 30% after deductible	You pay 50% after
Emergency Care	You pay 30% after deductible	You pay 20% after deductible	You pay 30% after deductible	
Hospital Services	You pay 30% after deductible	You pay 20% after deductible	You pay 30% after deductible	You pay 50% after
RediMD Virtual Health	\$0 per consultation	\$0 per consultation	\$30 per consultation	
Teladoc Virtual Health	\$12 per consultation	\$12 per consultation	\$42 per consultation	
Prescription Drug Benefits (Express Scripts)				
Rx Drug Deductible	Integrated with medical	\$200 brand deductible	Integrated with medical	
Generics	30 day \$15/90 day \$45 copay; \$0 Copay for certain generics	30 day \$15/90 day \$45 copay	You pay 20% after deductible; \$0 coinsurance for certain generics	
Preferred Brand	You pay 30% after deductible	You pay 25% after deductible	You pay 25% after deductible	
Non-Preferred Brand	You pay 50% after deductible	You pay 50% after deductible	You pay 50% after deductible	
Specialty	\$0 if SaveOnSP eligible; You pay 30% after deductible	\$0 if SaveOnSP eligible; You pay 30% after deductible	You pay 20% after deductible	
Insulin Out-of-Pocket Costs	\$25 copay for 31-day supply; \$75 for 61-90 day supply	\$25 copay for 31-day supply; \$75 for 61-90 day supply	You pay 25% after deductible	

Healthcare Plan Rate Sheet Full District Contribution (24 Checks)

January 1, 2027 to December 31, 2027

	Total	EPISD Contribution	Employee Monthly Cost	Employee Semi- Monthly Cost
EPISD CDHP				
Employee Only	\$811.00	\$616.78	\$194.22	\$97.11
Employee & Spouse	\$1,728.78	\$616.78	\$1,112.00	\$556.00
Employee & Child(ren)	\$1,233.78	\$616.78	\$617.00	\$308.50
Employee & Family	\$2,074.78	\$616.78	\$1,458.00	\$729.00
EPISD Traditional PPO				
Employee Only	\$951.78	\$616.78	\$335.00	\$167.50
Employee & Spouse	\$1,847.78	\$616.78	\$1,231.00	\$615.50
Employee & Child(ren)	\$1,343.78	\$616.78	\$727.00	\$363.50
Employee & Family	\$2,239.78	\$616.78	\$1,623.00	\$811.50

UMC East Clinic Partners With SISD!

\$10
Employee
Health Care Visits



University Medical Center of El Paso (UMC) and the Socorro Independent School District (SISD) are proud to launch a new joint initiative to make health care more accessible and affordable for SISD employees.

**Now offering primary care visits
for just \$10!**

What's included:

- Appointments with dedicated nurse practitioners
- Personalized, high-quality, patient-centered care
- Easy access and \$10 copay

Important details:

- Appointments preferred; walk-ins also acceptable
- Call to schedule: (915) 521-7691
- Available: Mon.– Sat., 7:30 a.m. to 6 p.m.

Prescriptions can be filled at any



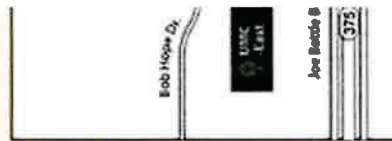
**UNIVERSITY
MEDICAL CENTER
OF EL PASO**



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We encourage SISD employees to take advantage of this valuable benefit as part of our continued commitment to your health and well-being.



Aetna Medical Premiums

Medical Monthly Premiums		
	CDP	Copayment Plan
Employee Only	\$0.00	\$282.02
Employee + Spouse	\$404.92	\$928.65
Employee + Children	\$260.38	\$726.53
Employee + Family	\$838.52	\$1,535.92

The district will contribute \$555 per employee per month for all eligible employees who elect to enroll in the copayment plan.

The district will contribute \$644.41 for the EO option on the CDP plan and \$655 for ES, EC and FA on the CDP plans.

	SISD HEALTH PLANS IN-NETWORK BENEFITS			
	CDP		COPAYMENT PLAN	
	Tier 1	Tier 2	Tier 1	Tier 2
	ACO	PPO	ACO	PPO
In-network Benefits	Hospitals of Providence Affiliates Only	All other Aetna Providers	Hospitals of Providence Affiliates Only	All other Aetna Providers
Individual Deductible (In-Network)	\$4,500	\$5,000	\$2,000	\$4,000
Family Deductible (In-Network)	\$9,000	\$10,000	\$4,000	\$6,000
Coinsurance (In-Network)	0%	20%	20%	40%
Individual Maximum Out of Pocket (In-Network)	\$4,500	\$6,000	\$6,000	\$9,000
Family Maximum Out of Pocket (In-Network)	\$9,000	\$12,000	\$12,000	\$18,000
Office Visit Copay – Primary/Specialist	0% after deductible	20% after deductible	\$40/\$65	\$50/\$75
Urgent Care	0% after deductible	20% after deductible	\$75	\$100
Emergency Use of Emergency Room	0% after deductible	20% after deductible	10% after deductible and \$250 copay	10% after deductible and \$250 copay
Hospitalization (In-Network)	0% after deductible	20% after deductible	10% after deductible and \$200 inpatient per confinement copay	40% after deductible and \$300 inpatient per confinement copay
Prescription (Generic/Pref/Non Pref/Spec)	\$10/\$35/\$55 for preventive formulary drugs only, all other drugs are subject to deductible or coinsurance	\$10/\$35/\$55 for preventive formulary drugs only, all other drugs are subject to deductible or coinsurance	\$10/\$75/\$120	\$10/\$75/\$120

TRS-ActiveCare has a network of doctors and hospitals that span all the way to the Rio Grande.



TRS-ActiveCare Plan Highlights 2024



Learn the Terms.

- **Premium:** The monthly amount you pay for health care coverage.
- **Deductible:** The annual amount for medical expenses you're responsible to pay before your plan begins to pay its portion.
- **Copay:** The set amount you pay for a covered service at the time you receive it. The amount can vary by the type of service.
- **Coinsurance:** The portion you're required to pay for services after you meet your deductible. It's often a specified percentage of the costs; i.e. you pay 20% while the health care plan pays 80%.
- **Out-of-Pocket Maximum:** The maximum amount you pay each year for medical costs. After reaching the out-of-pocket maximum, the plan pays 100% of allowable charges for covered services.

2024 TRS-ActiveCare Plan Highlights April 1, 2024 – Aug. 31, 2024



How to Calculate Your Monthly Premium

➡ Total Monthly Premium

➡ Your District and State Contributions

➡ Your Premium

Ask your Benefits Administrator for your district's specific premiums.

All TRS-ActiveCare participants have **three plan options**. Each includes a wide range of wellness benefits.

	TRS-ActiveCare Primary	TRS-ActiveCare Primary+	TRS-ActiveCare HD
Plan Summary	- Lowest premium of all three plans - Copays for doctor visits before you meet your deductible - Statewide network - Primary Care Provider (PCP) referrals required to see specialists - Not compatible with a Health Savings Account (HSA) - No out-of-network coverage	- Lower deductible than the HD and Primary plans - Copays for many services and drugs - Higher premium - Statewide network - PCP referrals required to see specialists - Not compatible with a Health Savings Account (HSA) - No out-of-network coverage	- Compatible with a Health Savings Account (HSA) - Nationwide network with out-of-network coverage - No requirement for PCPs or referrals - Must meet your deductible before plan pays for non-preventive care

Monthly Premiums	Total Premium	Your Premium	Total Premium	Your Premium	Total Premium	Your Premium
Employee Only	\$ 659	\$	\$773	\$	\$676	\$
Employee and Spouse	\$1,780	\$	\$2,012	\$	\$1,826	\$
Employee and Children	\$1,121	\$	\$1,315	\$	\$1,150	\$
Employee and Family	\$2,241	\$	\$2,553	\$	\$2,300	\$

Plan Features	In-Network Coverage Only	In-Network Coverage Only	In-Network	Out-of-Network
Individual/Family Deductible	\$2,500/\$5,000	\$1,200/\$2,400	\$3,000/\$6,000	\$5,500/\$11,000
Coinurance	You pay 30% after deductible	You pay 20% after deductible	You pay 30% after deductible	You pay 50% after deductible
Individual/Family Maximum Out of Pocket	\$7,500/\$15,000	\$6,900/\$13,800	\$7,500/\$15,000	\$20,250/\$40,500
Network	Statewide Network	Statewide Network	Nationwide Network	
PCP Required	Yes	Yes	No	

Doctor Visits				
Primary Care	\$30 copay	\$15 copay	You pay 30% after deductible	You pay 50% after deductible
Specialist	\$70 copay	\$70 copay	You pay 30% after deductible	You pay 50% after deductible

Immediate Care				
Urgent Care	\$50 copay	\$50 copay	You pay 30% after deductible	You pay 50% after deductible
Emergency Care	You pay 30% after deductible	You pay 20% after deductible	You pay 30% after deductible	
TRS Virtual Health-RedMD™	\$0 per medical consultation	\$0 per medical consultation	\$30 per medical consultation	
TRS Virtual Health-Teladoc®	\$12 per medical consultation	\$12 per medical consultation	\$42 per medical consultation	

Prescription Drugs				
Drug Deductible	Integrated with medical	\$200 deductible per participant (brand drugs only)	Integrated with medical	
Generics (31-Day Supply/90-Day Supply)	\$15/\$45 copay; \$0 copay for certain generics	\$15/\$45 copay	You pay 20% after deductible; \$0 coinsurance for certain generics	
Preferred	You pay 30% after deductible	You pay 25% after deductible	You pay 25% after deductible	
Non-preferred	You pay 50% after deductible	You pay 50% after deductible	You pay 50% after deductible	
Specialty (31-Day Max)	\$0 if SaveOnSP eligible; You pay 30% after deductible	\$0 if SaveOnSP eligible; You pay 30% after deductible	You pay 20% after deductible	
Insulin Out-of-Pocket Costs	\$25 copay for 31-day supply; \$75 for 61-90 day supply	\$25 copay for 31-day supply; \$75 for 61-90 day supply	You pay 25% after deductible	

At a Glance	
	Primary
Premiums	Lowest
Deductible	Mid-range
Copays	Yes
Network	Statewide network
PCP Required?	Yes
HSA-eligible?	No

At a Glance	
	Primary+
Premiums	Higher
Deductible	Low
Copays	Yes
Network	Statewide network
PCP Required?	Yes
HSA-eligible?	No

At a Glance	
	HD
Premiums	Lower
Deductible	High
Copays	No
Network	Nationwide network
PCP Required?	No
HSA-eligible?	Yes



Wellness Benefits at No Extra Cost*

Being healthy is easy with:

- \$0 preventive care
- 24/7 customer service
- One-on-one health coaches
- Weight loss programs
- Nutrition programs
- Ovia™ pregnancy support
- TRS Virtual Health
- Mental health benefits
- And much more!

*Available for all plans.
See the benefits guide for more details.

Rx Benefits!

- Express Scripts is your pharmacy benefits manager!
- Certain specialty drugs are \$0 through SaveOnSP.

Compare Prices for Common Medical Services

REMEMBER:

Call a Personal Health Guide (PHG) any time 24/7 to help you find the best price for a medical service. Reach them at **1-866-355-5999**.

Benefit	TRS-ActiveCare Primary	TRS-ActiveCare Primary+	TRS-ActiveCare HD	
	In-Network Only	In-Network Only	In-Network	Out-of-Network
Diagnostic Labs*	Office/Independent Lab: You pay \$0	Office/Independent Lab: You pay \$0	You pay 30% after deductible	You pay 50% after deductible
	Outpatient: You pay 30% after deductible	Outpatient: You pay 20% after deductible		
High-Tech Radiology	You pay 30% after deductible	You pay 20% after deductible	You pay 30% after deductible	You pay 50% after deductible
Outpatient Costs	You pay 30% after deductible	You pay 20% after deductible	You pay 30% after deductible	You pay 50% after deductible
Inpatient Hospital Costs	You pay 30% after deductible	You pay 20% after deductible	You pay 30% after deductible	You pay 50% after deductible (\$500 facility per day maximum)
Freestanding Emergency Room	You pay \$500 copay + 30% after deductible	You pay \$500 copay + 20% after deductible	You pay \$500 copay + 30% after deductible	You pay \$500 copay + 50% after deductible
Bariatric Surgery	Facility: You pay 30% after deductible	Facility: You pay 20% after deductible	Not Covered	Not Covered
	Professional Services: You pay \$5,000 copay + 30% after deductible	Professional Services: You pay \$5,000 copay + 20% after deductible		
	Only covered if rendered at a BDC+ facility	Only covered if rendered at a BDC+ facility		
Annual Vision Exam (one per plan year; performed by an ophthalmologist or optometrist)	You pay \$70 copay	You pay \$70 copay	You pay 30% after deductible	You pay 50% after deductible
Annual Hearing Exam (one per plan year)	\$30 PCP copay \$70 specialist copay	\$30 PCP copay \$70 specialist copay	You pay 30% after deductible	You pay 50% after deductible

*Pre-certification for genetic and specialty testing may apply. Contact a PHG at **1-866-355-5999** with questions.

1. GENERAL FUNCTIONS-OTHER

1.A. Call to Order

Meeting was called to order at **6:03 PM**

1.B. Roll Call

Trustees Present: Mrs. Barnes, Ms. Borrego, Mrs. Maldonado, Mr. Martinez, Mrs. Ortega, Mr. Rodriguez, Mrs. Zuniga

1.C. Pledge of Allegiance

1.D. Texas Pledge of Allegiance

Pledge of Allegiance and Texas Pledge were recited by everyone in the boardroom.

1.E. CISD Vision and Mission Statements

The CISD Vision was led by trustee Maldonado

2. BOARD HONORS

2.A. Swearing in of Mia Valle from Canutillo High School and Ines Andrade from Northwest Early College High School as the 2026-27 Student Advisors to the CISD Board of Trustees.

Mr. Gustavo Reveles introduced the students who will be serving as student advisors for the 2026-27 school year. Mr. Martinez, Board President, swore them into their respective roles. Photo ops followed.

3.

OPEN FORUM-OTHER

Any person wishing to address the Board during the period reserved for public comment at a Board meeting must sign up to be heard, in accordance with District policy BED(LOCAL):

Each participant will be limited to THREE MINUTES to make comments to the Board.

The Board is NOT permitted to discuss or act upon any issues that are not posted on the agenda for tonight's meeting.

For further information on those policies, contact the Superintendent's Administrative Assistant.

Dr. Pedro Galaviz addressed the board of trustees regarding the board's duties as the elected governing body for the district. He reminded the board that as elected officers their job is to govern the district but not manage. Dr. Galaviz stated that data trends show a decrease in governance and poor organizational performance. Dr. Galaviz stated

that the community will hold the board accountable for the lack of governance that has been done.

4. SPECIAL PRESENTATION-OTHER

4.A. Quarterly Update from PROCEDEO

Mr. Ernesto Ortiz Presented a report that summarized the progress on the new builds as well as completion dates and progress of renovations at the various campuses. Mr. Andrew De La Rosa from LDCM showed aerial footage to demonstrate the percentage of completion at the new Deanna Davenport Elementary. He also emphasized on how that footage was a couple of weeks old and that the project looks even more completed by the time of the meeting. Trustee Barnes asked questions regarding discrepancies on the Bond Interest reports received. However it was clarified by the administration that the PROCEDEO information was a little outdated as finance had provided more up to date information via Thursday packet. Trustee Barnes also raised questions about items that have been paid through bond interest found. Dr. Rico mentioned that those items were not anticipated at the time the bond passed but they had to be made as part of the security updates. Student Advisor Mia Valles asked why the North West Early College progressed less than the rest of the project. Mr. Ortiz explained that due to land lease agreements there were delays to the project start time. Trustee Maldonado asked clarifying questions about the project's warranties and insurance and how they would work in the long term in case there were any possible issues that could happen. Trustee Rodriguez asked if more of the alternate projects could be completed before the contractors finish all the work at each site. It was explained by Mr. Ortiz said that it was an administrative decision to wait until all projects were completed to see funds availability and see how many more projects could be allocated with the remainder of the money at the time. Board president Martinez also brought up to PROCEDEO some issues that he observed and stated that he wanted to make sure that all punchlist items are taken care of as the projects and renovations get completed. Mr. Martinez also suggested having student tours of the constructions to demonstrate how the new build looks and works. Dr. Borrego thanked Mr. Ortiz for his job as well the architect who presented alongside him.

4.B.2026 A-F District and Campus Accountability Ratings Report

Mrs. Jessica Harrison presented the accountability report to the board of trustees. She presented historical comparisons of district ratings through the past 5 years as well as comparison of area districts. Dr. Kerney provided information about system changes and supports being made to improve scores moving forward.

Trustee Borrego emphasised the importance of TEKS and how the important part moving forward will be increasing student scores. Trustee Rodriguez added remarks concerning how data shows that TEA changed the scoring rules in the middle of the process and how it affected the district across Texas. Trustee Maldonado asked for more information about what is being done to increase CCMR points moving forward as well as how the corrective action plans will work for the targeted campuses. Dr. Kerney mentioned that as scores were received recently, action plans under development at this time. Mrs. Maldonado also asked regarding the “coaching in the moment” approach and how it works. Dr. Kerney and Dr. Borrego explained that the administration team works together to identify key success criteria and that feedback is given to teachers as needed and without interruptions. Trustee Borrego explained that the district is doing “excellence by design” which will bring CISD to par with other districts who already do that. Dr. Borrego mentioned that the structure being created is to create college ready students starting at the elementary level and moving up. Mr. Rodriguez expressed appreciation towards student’s advisors input as well as concerns over how staff and community members are perceiving the changes at this time. He stated he has heard of students and teachers who have complained about the changes. Mr Rodriguez would like to request a climate survey to receive student/staff feedback.

5. BOARD OF TRUSTEE BUSINESS

- 5.A. Discussion and Possible Action to Award Request for Proposal (RFP) 2027-046 Self-Funded Medical, Pharmacy Benefit Management, Specific Stop Loss Insurance, Near Site Clinic, HSA and COBRA Administration Or Individual Coverage Health Reimbursement Arrangement (ICHRA)
The item was pulled from the agenda. No Action to be taken.

- 5.B. Discussion and Possible Action for Approval on School Health Advisory Council (SHAC) Annual Report and Presentation
The item was pulled from the agenda. No Action to be taken.

- 5.C. Discussion and Possible Action to Approve Change Order No. 1 . Providing an Eighty-four (84) Days Contract Time Extension to Guaranteed Maximum Price (GMP) for Canutillo Elementary School, RFQ #2025-02B, Project No. 101-001 to Baner General Contractors.
Mrs. Maldonado made a motion to approve the change order as presented. Mrs. Borrego seconded the motion.
Mrs. Barnes-Yes, Borrego-Yes, Maldonado-Yes, Martinez-Yes, Ortega-Yes, Rodriguez-Yes, Zuniga-Yes

All in favor, motion passes.

5.D. Discussion and Possible Action to Approve Canutillo ISD Police Department Reserve Program

Mrs. Borrego made a motion to approve the item as presented. Mrs. Ortega seconded the motion.

Mrs. Barnes-Yes, Borrego-Yes, Maldonado-Yes, Martinez-Yes, Ortega-Yes, Rodriguez-Yes, Zuniga-Yes

All in favor, motion passes.

5.E. Discussion and Possible Action for Approval for the 2026-2027 School Year, to Delegate Authority to the Superintendent to Obligate the School District to Pay Recapture Under Chapter 49 of the Texas Education Code

Mrs. Barnes made the following motion “For the 2026-2027 school year, we delegated contractual authority to obligate the school district under Texas Education Code (TEC) §11.1511(c)(4) to the superintendent, solely for the purpose of obligating the district under TEC, §48.257 and TEC, Chapter 49, Subchapters A and D, and the rules adopted by the commissioner of education as authorized under TEC, 49.006. This included approval of the Agreement for the Purchase of Attendance Credit, the Agreement for the Purchase of Attendance Credit (Netting Chapter 48 Funding) or the Agreement for Purchase of Attendance Credit and Netting Chapter 48 Funding.”

Ms. Borrego seconded the motion.

Mrs. Barnes-Yes, Borrego-Yes, Maldonado-Yes, Martinez-Yes, Ortega-Yes, Rodriguez-Yes, Zuniga-Yes

All in favor, motion passes.

5.F. Discussion and Possible Action to Approve Contract for November 3, 2026 General Election With the El Paso County Elections Office.

Mrs. Borrego made a motion to approve the item as presented. Mrs. Barnes seconded the motion.

Mrs. Barnes-Yes, Borrego-Yes, Maldonado-Yes, Martinez-Yes, Ortega-Yes, Rodriguez-Yes, Zuniga-Yes

All in favor, motion passes.

5.G. Discussion and Possible Action to Approve, Ratify Commitment, and Authorize Payment for 2024 Bond Program Professional Services provided to Canutillo Independent School District

Mrs. Veronica Campbell and Mr. Gustavo Reveles addressed the board regarding the need to bring the item to the board as an invoice received brought the total

amount to be paid over the 100 thousand dollar threshold (104 thousand). Mrs. Campbell mentioned that the vendor has a signed agreement/award which stipulates travel surcharges as part of the total amount to be paid. Mrs. Barnes suggested tabling the item until the next board meeting to hear from the vendor and parties involved as there are some miscommunications about the process and some possible questionable practices. Mrs. Barnes also explained that she has concerns over final deliverables as we have not seen much updates from the vendor. Mrs. Campbell explained that requiring the vendor to make a presence at the next board meeting might incur additional fees. Mrs. Campbell also explained that the vendor has a strong argument as per the Texas prompt payment act and that he might pursue legal means. Mrs. Borrego and Maldonado agreed the item has to be tabled as they have not been able to read the documentation provided by trustee Barnes. Mrs. Maldonado would like further discussion however she cautioned against having vendor travel and incurred more possible charges for traveling and meals. Mrs. Barnes motioned to table the item for further discussion at a future board meeting. Trustee Maldonado second the motion. Mrs. Barnes-Yes, Borrego-Yes, Maldonado-Yes, Martinez-Yes, Ortega-Yes, Rodriguez-Yes, Zuniga-Yes
All in favor, motion passes.

5.H. Discussion and Possible Action to Approve, Ratify Commitment, and Authorize Payment for Movable Signage Provided to Canutillo ISD at Jose Damian Elementary Campus

Mrs. Campbell explained the process of why this item is being brought up to the board. She explained that it was unclear on who requested the item, however, she also stated that the item was created, delivered, received by the district and now is currently in use. The district has an obligation to ratify the payment for services provided. Mrs. Barnes raised questions regarding who authorized or made the request for the sign that has to be paid. Ms. Borrego asked if there was any breach of protocol since the vendor is under ESC19 coop. Steve Blanco explained that since standard purchasing procedures were not followed, the district did receive the goods and services. The district needs to pay for the value of the sign and the value of the services received are owed to the vendor. Trustee Borrego shared feelings that vendors need to be paid, however whoever did not follow the purchasing procedures might need to be reprimanded as long as the district did not break any laws on the procurement process. Mrs. Maldonado clarified that she feels like not paying would be detrimental to the district's reputation. Trustee Martinez asked if this purchase exceeds the 100 thousand dollar threshold. It was explained that this was a separate invoice however if it had been purchased with the other signs ordered, it would have

brought it over the threshold. Mr. Rodriguez mentioned that this was approved under Dr. Galaviz' tenure and if he was responsible is still unclear. Dr. Rico also expressed to the board that this process was under a different purchasing agent as well and that as Mrs. Campbell has come on board, processes are being followed more thoroughly in order to prevent future issues such as this one. Mrs. Campbell stated the following for the record "it's all about transparency and also being respectful to the process. And so at the end of the day, we have vendors that are working under this bond. And so I want to make sure that they are held to a certain level that they are not to do any kind of work, any kind of change orders, any kind of PO change request without proper documentation."

Mrs. Maldonado made a motion to approve the item as presented. Mrs. Borrego seconded the motion.

Mrs. Barnes-No, Borrego-Yes, Maldonado-Yes, Martinez-Yes, Ortega-No, Rodriguez-Yes, Zuniga-Yes
Motion passes.

Mrs. Ortega added for the record she voted no "not because i dont want for the vendor to not to get paid. I want for the vendor to get paid, but in a fair world, Dr. Galaviz should be the one paying for this sign, not the school district."

5.I. Discussion and Possible Action to Approve Agreement with GeoComm School Safety Indoor Mapping Solutions

Mrs. Maldonado requested clarification regarding how this item was going to be funded and since it was to be paid with bond interest funds on whether it was allowable by bond language.

Chief Martinez clarified that the item was vetted through bond counsel and that it would be considered safety and security upgrades.

Mrs. Campbell explained that this is part of the Uvlade initiative and that it is mandatory through TEA.

It was also explained by Dr. Rico Canutillo as a pilot for the program as we are one of the first ones to have the panic buttons in classroom phones.

Mr. Rodriguez made a motion to approve the item as presented. Mrs. Borrego seconded the motion.

Mrs. Barnes-Yes, Borrego-Yes, Maldonado-Yes, Martinez-Yes, Ortega-Yes, Rodriguez-Yes, Zuniga-Yes
Motion passes.

5.J. Discussion and Possible Action for Approval of Agreement of Population and Survey Analysts (PASA) Two-Year Demographic Review and Enrollment Planning Services

Mrs. Maldonado asked if the item can be discussed at a later date. Dr. Rico explained that there is a timeline of implementation that needs to happen to help with student registration in December and that delaying it would create further delays.

Mrs. Borrego motion to approve the item as presented. Mrs. Borrego seconded the motion.

Mrs. Barnes-Yes, Borrego-Yes, Maldonado-No, Martinez-Yes, Ortega-Yes, Rodriguez-Yes, Zuniga-Yes

Motion passes.

Mrs. Maldonado expressed concerns for the record “boundary changes, existing schools. I go here but now my little brother is going to...”

Mr Rodriguez mentioned that he was concerned with the boundary process.

5.K. Discussion and Possible Action for Approval of Singlewire Visitor Aware Visitor Manager and Safety Manager for District Locations

Mrs. Maldonado made a motion to approve the item as presented. Mrs. Borrego seconded the motion.

Mrs. Barnes-Yes, Borrego-Yes, Maldonado-Yes, Martinez-Yes, Ortega-Yes, Rodriguez-Yes, Zuniga-Yes

Motion passes.

Mrs. Barnes asked clarifying questions on whether this was coming from bond interest and requested to have an updated report to see balance after all these changes.

5.L. Discussion and Possible Action of the Optional Flexible School Day Program (OFSDP) Application for the 2026-2027 School Year and Program Presentation of The Opportunity Academy (TOA)

Dr. Reyes and TOA Teacher presented to the board. They also provided updates regarding summer graduation and students being able to complete the programs. Dr. Reyes also added information about students completing the program and why some students choose to enroll on TOA over traditional High School

Mr. Rodriguez made a motion to approve the item as presented. Mrs. Maldonado seconded the motion.

Mrs. Barnes-Yes, Borrego-Yes, Maldonado-Yes, Martinez-Yes, Ortega-Yes,
Rodriguez-Yes, Zuniga-Yes
Motion passes.

6. CONSENT AGENDA-VOTING

Motion by Mrs. Barnes to approve consent agenda as presented with exception of items
6.C.1 and 6.C.2. Trustee Ortega seconded the motion
All in favor, motion passes.

6.A. BUSINESS SERVICES

6.A.1. Approval for the renewal of Interlocal Agreement/ Property & Casualty
Insurance Coverage through USI

6.A.2. Approval of Ratification of the After-the-fact Approval of the Memorandum
of Understanding Between EDWELL, Inc., a Federal Department of Labor
Registered Apprenticeship Program, and Canutillo ISD to Serve as
Administrator and Sponsor of the K-12 Teacher Appreciation Program.

6.A.3. Approval of the Policy CFB (Local) Update

6.A.4. Approval of Self-Certification to Increase Micro-Purchase Threshold for
Federal Grant Programs

6.A.5. Approval of Interlocal Agreement Between El Paso MHMR D/B/A
Emergence Health Network and Canutillo ISD

6.A.6. Approval of Resolution Authorizing El Paso Central Appraisal District
Representation in the Property Value Study Process

6.A.7. Approval of the Designation of Finance Accountant as an Additional
Authorized Representative with Lone Star Investment Pool for Investment
Responsibilities on Behalf of Canutillo ISD

6.A.8. Approval of the Investment Report for the Year and Quarter Ended June 30,
2026.

6.B. CURRICULUM AND INSTRUCTION

6.B.1. Approval of the 2026-2027 Juvenile Justice Alternative Education Program
(**JJAEP**) Interlocal Agreement with the El Paso County Juvenile Board and
Canutillo ISD

6.B.2. Approval of the Memorandum of Understanding Between Canutillo ISD and
Aliviane Inc

6.B.3. Approval of Administration's Submission and Application for Waiver to
TEA for School Systems Actively Working With Pre-K Partners to Meet the
85% Pass-Through Rate.

6.B.4. Approval of Child Evangelism Fellowship of West Texas, Rio Grande
Chapter, Good News Club-Jose Damian Elementary School

6.B.5. Approval of Child Evangelism Fellowship of West Texas, Rio Grande Chapter, Good News Club-Bill Childress Elementary School

6.B.6. Approval of Child Evangelism Fellowship of West Texas, Rio Grande Chapter, Good News Club-Garcia Elementary School

6.B.7. Approval of Child Evangelism Fellowship of West Texas, Rio Grande Chapter, Good News Club-Canutillo Elementary School

6.B.8. Approval of Memorandum of Understanding: Texas Reading Academies ESC 19 Implementation

6.C.HUMAN RESOURCES

6.C.1. Approval of Student Support Stipends Lead PE Teacher and Lead Health Ed Teacher

Mrs Maldonado asked questions regarding who would be taking the role of Lead PE Teacher as well as how many stipends would be given. Mrs. Maldonado also asked if these were changes that came out as a result to the reductions in force.

Motion by Mrs. Barnes to approve item 6.C.1 as presented. Trustee Ortega seconded the motion

All in favor, motion passes.

6.C.2. Approval of Revisions to Local Policy CQD —Technology Resources Artificial Intelligence

Mrs. Barnes asked to be informed about updated regulations once they are implemented via Thursday packet. Mrs. Carrasco mentioned that policy will be sent as approved to TASB and that regulations

Motion by Mrs. Barnes to approve 6.C.2 as presented. Trustee Ortega seconded the motion.

All in favor, motion passes.

6.C.3. Approval of Academic Services Division Stipend for Gifted & Talented Teachers

7.

EXECUTIVE SESSION

Closed at 9:19 PM

To Consult with Attorney Under Sections 551.071, 551.076 and 551.089 of the Texas Government Code:

(A certified agenda or recording of a closed meeting is confidential and is not available to the public except by court order. A person who knowingly and without lawful authority makes a certified agenda or recording public commits a Class B misdemeanor. Any exceptions will be communicated in accordance with applicable policies and regulations)

Trustees Borrego and Maldonado left the meeting at 9:19 PM

7.A. Discussion Regarding 3-Year Safety and Security Audit

8. **NEW BUSINESS (continued); OTHER** **Open at 9:33 PM**

8.A. Discussion and Possible Action Regarding 3-Year Safety and Security Audit

Motion to Approve as presented on executive session made by trustee Barnes and second by trustee Ortega.

Barnes-Yes, Martinez-Yes, Ortega-Yes, Rodriguez-Yes, Zuniga-Yes

All In favor, motion passes.

9. **ADJOURNMENT**

The meeting was adjourned at **9:34 PM** under unanimous consent.

Presented to the Board of Trustees for approval on **September 22, 2026**. The minutes reflect all agenda items in the order as originally posted and do not necessarily reflect the order in which they were discussed.



FINANCIAL SERVICES

CANUTILLO A Premier District

Taxpayer Impact Statement (Pursuant to Texas Government Code 551.043(c)(2))

The following information provides a comparison of the estimated property tax bill for a median-valued homestead in the current fiscal year and the proposed fiscal year, as required by state law.

For purposes of this estimate, the district used certified values received from the Central Appraisal District on July 25, 2026.

Fiscal Year (Tax Year)	Median-Valued Homestead	Tax Rate per \$100 of Value	Estimated Property Tax Bill
FY 2025-26 (TY 2025)	\$178,360	\$1.1525	\$2,056
FY 2026-27 (TY 2026)	\$190,000	\$1.1468	\$2,179

Based on these assumptions, the estimated property tax bill for a median-valued home reflects the combined impact of changes in property values, state-mandated tax rate adjustments, and expanded homestead exemptions approved by voters. While property values may increase, recent legislation significantly increased exemptions, most notably raising the homestead exemption to \$140,000 and increasing exemptions for individuals age 65 and older or disabled, which reduces taxable value for many homeowners.

As a result, the overall impact to taxpayers may vary depending on individual property values and eligibility for exemptions. In many cases, the increase in exemptions helps offset the impact of property value growth.

It is important to note that these figures are estimates for comparison purposes only. Actual tax bills will depend on final certified property values and the tax rate adopted.

Street Address:
7965 Artcraft Rd.
El Paso, TX 79932

Mailing Address:
P.O. Box 100
Canutillo, TX 79835

P: (915) 877-7516
F: (915) 877-7524
canutillo-isd.org

Canutillo Independent School District does not discriminate on the basis of race, color, religion, gender, sex, national origin, age, disability, military status, genetic information, or any other basis prohibited by law in its employment practices or in providing education services, activities, and programs, including career and technical education (vocational programs).

For additional information regarding Canutillo Independent School District's policy of nondiscrimination contact the Human Resources Division:
(915) 877-7423 | 7965 Artcraft Dr. | El Paso TX 79932.

Board of Trustees

Meeting Date: _____

Executive Summary of Board Agenda Item

Subject/Title for Agenda Posting: Presentation of Budget Amendments for August 2026

Justification Statement: Presentation for your review and acceptance of Budget Amendments for the month of August 2026

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

Staff Responsible: Cristina Pulley, Chief Financial Officer

Signature of Requester(s)

Signature of Presenter(s)

CPulley
Business Services Approval (Initials)

9/4/2026

Date

Agenda Summary:

Presentation of Budget Amendments for August 2026

RECOMMENDATION: Administration recommends approval of Budget Amendments for the month of August 2026

PRIOR BOARD ACTION: AWARDED: AWARDED AMOUNT:

AMOUNT(S): N/A

ACCOUNT NO(S): N/A

PROCUREMENT METHOD TYPE: (3 Quotes, Cooperative Contract Quotes, Sole Source, Formal Bid)
N/A

REQUESTING DEPARTMENT:
Financial Services Department

CONSEQUENCES OF NON-APPROVAL:
N/A

IMPLEMENTATION TIMELINE:
N/A

ATTACHMENT(S): ✓ Budget Amendments Memo





FINANCIAL SERVICES

CANUTILLO A Premier District

TO: Board of Trustees
Dr. Josue Borrego, Superintendent

FROM: Cristina Pulley, Chief Financial Officer

DATE: September 4, 2026

SUBJECT: Budget Amendments for August 2026

Budget Amendments submitted are summarized below for your review and consideration.

Administrative Cost Ratio Formula:

21 Instructional Leadership + 41 General Administration
All Expenses

BC #348670 -This amendment will allocate funds from function (31) to (11) Instructional Tuition/Transfer Payments to Pay for Regional Day School for Deaf/Blind. Funds are available from two vacancies in Psychologist position. This budget amendment will have no impact on the administrative cost ratio.

Budget Account Number		Current Budget	Change	Amended Budget
199.31.6119.00.918.23	Salaries	\$ 189,583	\$ (70,000)	\$ 119,583
199.11.6229.00.918.23	Tuition/Transfer Payments	\$ 1	\$ 70,000	\$ 70,001

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El Paso, TX 79932

Mailing Address:
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Canutillo, TX 79835

P: (915) 877-7516
F: (915) 877-7524
canutillo-isd.org

Board of Trustees

Meeting Date: 09/22/2026

Executive Summary of Board Agenda Item

Subject/Title for Agenda Posting: Consider and Take Appropriate Action Regarding Grant of Utility Easement to El Paso Electric Company at Deanna Davenport Elementary School (New Construction).

Justification Statement: Authorization necessary for the District's Superintendent for project execution.

Purpose of Agenda Item:

☐

Information

☐

Discussion

☒

Action

Item Type:

☐

Curriculum & Instruction

☐

Human Resources

☐

Business Services

Staff Responsible:


Signature of Requester(s)

Signature of Presenter(s)

Business Services Approval (Initials)

Date

Agenda Summary: An Easement Agreement with El Paso Electric Company ("EPE") is proposed to provide EPE with the necessary rights to construct, install, operate, inspect, maintain, repair, replace, and remove electric utility facilities serving the District's property at the new Deanna Davenport Elementary School.

The proposed easement is generally described as a portion of Lot 1, Block 48, Enchanted Hill Unit Six, El Paso County, Texas, as more particularly depicted and described in Exhibit A – Easement Area / Survey and Legal Description.

The easement is necessary to support the new construction and electrical utility services associated with Deanna Davenport Elementary School.

RECOMMENDATION: Administration recommends that the Board of Trustees authorize the District to enter into an Easement Agreement with El Paso Electric Company and authorize the Superintendent to execute the Easement Agreement and related documents on behalf of Canutillo ISD, subject to final review and approval as to form by District legal counsel.

PRIOR BOARD ACTION: No

AWARDED: N/A

AWARDED AMOUNT: \$ N/A

AMOUNT(S):

ACCOUNT NO(S): N/A

REQUESTING DEPARTMENT:

Operations

CONSEQUENCES OF NON-APPROVAL:

Non-approval will have an impact on the timeline of the project.

IMPLEMENTATION TIMELINE:

Upon Board Approval

ATTACHMENT(S): ✓

Exhibit A - Easement Area/ Survey and Legal Description

UNDERGROUND EASEMENT

EASEMENT

STATE OF TEXAS
COUNTY OF EL PASO

Work Request: DT00083935

For one dollar (\$1.00) and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, **CANUTILLO INDEPENDENT SCHOOL DISTRICT**, hereinafter called Grantor, grants unto El Paso Electric Company, hereinafter called Grantee, its successors and assigns, whose address is P.O. Box 982, El Paso, Texas 79960, the perpetual right, privilege, authority and easement to enter and erect, construct, operate, remove, inspect, access, and maintain underground cables, lines, conductors, conduits, transformer installation including padmount and conventional, ducts, vaults, pullboxes, manholes, handholes, service facilities, fixtures and all other necessary equipment for an underground electric distribution system, with the right of access, ingress, and egress thereto for the installation, construction, operation, inspection, repair, maintenance, replacement, renewal or removal thereof, for the distribution of electricity, for any and all purposes, including communications, for which same is or may hereafter be used, over, upon and along the following described premises and the adjoining roads, streets and highways, in the county named above, to wit:

A portion of **LOT 1, BLOCK 48, ENCHANTED HILL UNIT SIX, EL PASO COUNTY, TEXAS** as shown on the attached Exhibit A and made a part hereof,

with the right to trim any trees and flora along and around said electrical equipment so as to keep the electrical equipment cleared, and to do anything proper and necessary to operate and maintain same.

Buildings and structures of a permanent nature, including but not limited to fences, boundary walls, walkways and landscaping, that obstruct access to or safe operational clearances from Grantee's electrical equipment, will not be built on or over the easement, except with the prior written consent of Grantee.

This Easement is effective upon the date it is executed by Grantor as stated in the Acknowledgement of Grantor's execution.

[Signatures on following page.]

GRANTOR

CANUTILLO INDEPENDENT SCHOOL DISTRICT

By: _____

Name: _____

Title: _____

THE STATE OF _____
COUNTY OF _____

This instrument was acknowledged before me on this _____ day of _____, 20__

by _____, _____ of

NAME

TITLE

_____ who stated that (s)he executed same for the purpose

COMPANY NAME

and consideration therein expressed and in the capacity therein stated.

Notary Public in and for
the State of _____

Commission Expires:

GRANTEE

EL PASO ELECTRIC COMPANY

By: _____

Name: Aurea D. Garcia

Title: Manager – Land Management

THE STATE OF TEXAS §
COUNTY OF EL PASO §

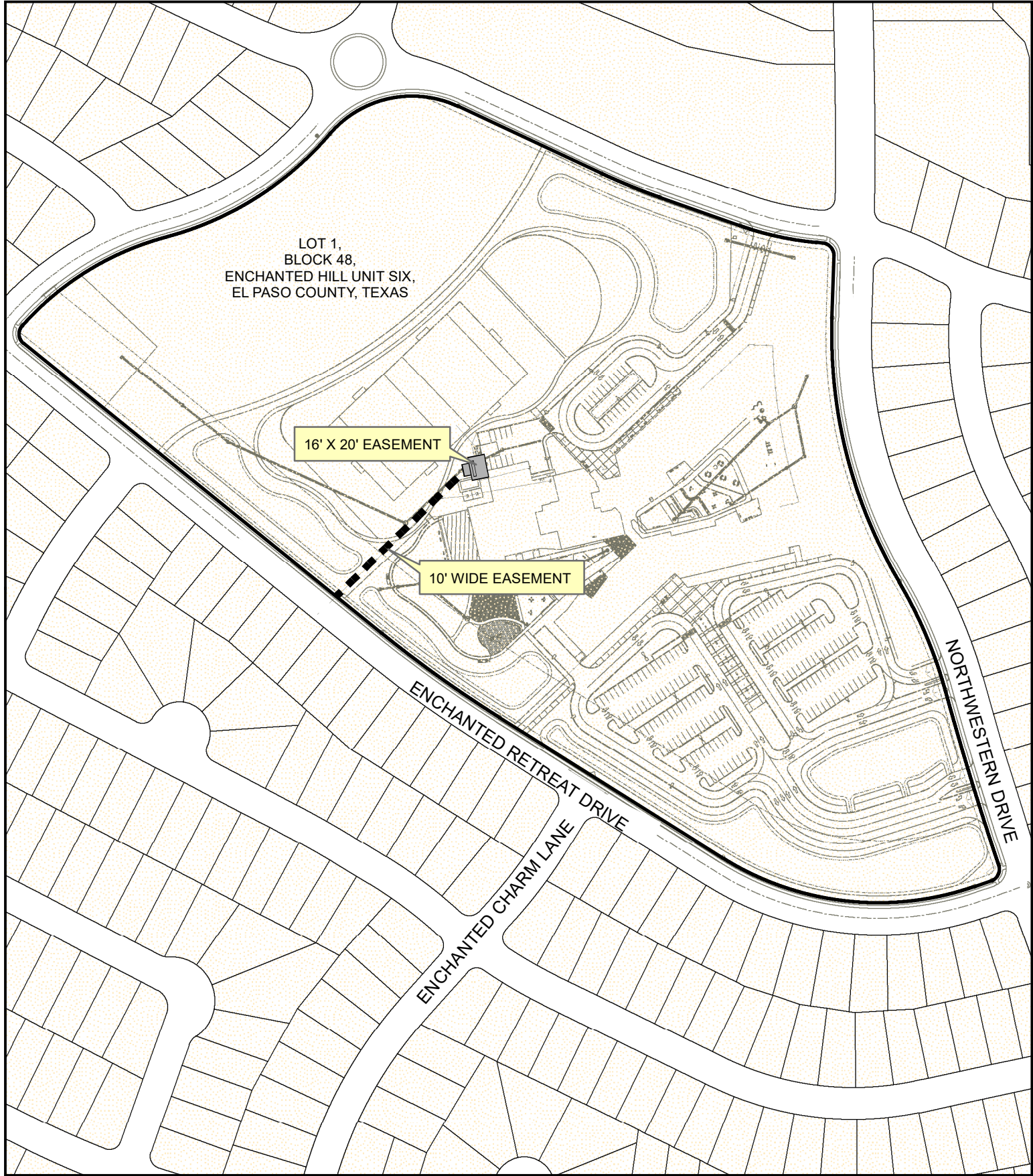
This instrument was acknowledged before me on this _____ day of _____, 20__

by Aurea D. Garcia, Manager – Land Management of El Paso Electric Company who stated that (s)he
executed same for the purpose and consideration therein expressed and in the capacity therein stated.

Notary Public in and for
the State of Texas

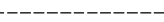
Commission Expires:

EXHIBIT "A"



NOT TO SCALE

LEGEND (NOT ALL SYMBOLS APPLY)

	PADMOUNT TRANSFORMER		UNDERGROUND EASEMENT
	ANCHOR EASEMENT		OVERHEAD EASEMENT
	SWITCH GEAR		OVERHEAD/UNDERGROUND EASEMENT
			EXISTING POWERLINE



Board of Trustees

Meeting Date: 09/22/2026

Executive Summary of Board Agenda Item

Subject/Title for Agenda Posting: Consider and Take Appropriate Action Regarding Grant of Utility Easement to El Paso Electric Company at Canutillo Middle School (New Construction).

Justification Statement: Authorization necessary for the District's Superintendent for project execution.

Purpose of Agenda Item:

☐

Information

☐

Discussion

☒

Action

Item Type:

☐

Curriculum & Instruction

☐

Human Resources

☐

Business Services

Staff Responsible:


Signature of Requester(s)

Signature of Presenter(s)

Business Services Approval (Initials)

Date

Agenda Summary: An Easement Agreement with El Paso Electric Company ("EPE") is proposed to provide EPE with the necessary rights to construct, install, operate, inspect, maintain, repair, replace, and remove electric utility facilities serving the District's property at the new Canutillo Middle School.

The proposed easement is generally described as Tract 6 and 7, Block 11, Upper Valley Surveys, El Paso County, Texas, as more fully described in the Real Property Records of the Clerk of El Paso County, Texas, in Document No. 20240083070, as more particularly depicted and described in Exhibit A – Easement Area / Survey and Legal Description.

The easement is necessary to support the new construction and electrical utility services associated with Canutillo Middle School.

RECOMMENDATION: Administration recommends that the Board of Trustees authorize the District to enter into an Easement Agreement with El Paso Electric Company and authorize the Superintendent to execute the Easement Agreement and related documents on behalf of Canutillo ISD, subject to final review and approval as to form by District legal counsel.

PRIOR BOARD ACTION: No

AWARDED: N/A

AWARDED AMOUNT: \$ N/A

AMOUNT(S):

ACCOUNT NO(S): N/A

REQUESTING DEPARTMENT:

Operations

CONSEQUENCES OF NON-APPROVAL:

Non-approval will have an impact on the timeline of the project.

IMPLEMENTATION TIMELINE:

Upon Board Approval

ATTACHMENT(S): ✓

Exhibit A - Easement Area/ Survey and Legal Description

OVERHEAD & UNDERGROUND EASEMENT
EASEMENT

STATE OF TEXAS
COUNTY OF EL PASO

Work Request: DT00076209
DT00081613

For one dollar (\$1.00) and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, **CANUTILLO INDEPENDENT SCHOOL DISTRICT**, hereinafter called Grantor, grants unto El Paso Electric Company, hereinafter called Grantee, its successors and assigns, whose address is P.O. Box 982, El Paso, Texas 79960, the perpetual right, privilege, authority and easement to enter and erect, construct, operate, remove, inspect, access, and maintain a line of poles at any time with any and all necessary cables, lines, wires, crossarms, guys, and anchors, for an above ground electric distribution and/or transmission system together with an underground electric distribution system, including transformers (conventional or padmount), ducts, conductors, conduits, fixtures, pullboxes, manholes, handholes, service facilities transformers, vaults and any other usual appurtenances, pertaining thereto, together with the overhang of service wires, with the right of access, ingress, and egress, thereto for the installation, construction, operation, inspection, repair, maintenance, replacement, renewal or removal thereof, for the distribution and/or transmission of electricity, for any and all purposes, including communications, for which same is or may hereafter be used, over, upon and along the following described premises and the adjoining roads, streets and highways, in the county named above, to wit:

A portion of **TRACT 6 AND 7, BLOCK 11, UPPER VALLEY SURVEYS, EL PASO COUNTY, TEXAS,**
AS MORE FULLY DESCRIBED IN THE REAL PROPERTY RECORDS OF THE CLERK OF EL PASO
COUNTY IN THE STATE OF TEXAS IN DOCUMENT NO. 20240083070 as shown on the attached
Exhibit A and made a part hereof,

with the right to trim any trees and flora along and around said lines and electrical equipment so as to keep the lines and electrical equipment cleared, the right to erect and set the necessary brace poles, anchors and guy wires, and to do anything proper and necessary to operate and maintain same.

The authority granted herein includes the right to permit the attachment of the cables of any other company.

Buildings and structures of a permanent nature, including but not limited to fences, boundary walls, walkways and landscaping that obstruct access to or safe operational clearances from Grantee's electrical equipment; will not be built on or over the easement, or under any overhead electric lines, except with the prior written consent of Grantee.

This Easement is effective upon the date it is executed by Grantor as stated in the Acknowledgement of Grantor's execution.

[Signatures on following page.]

GRANTOR

CANUTILLO INDEPENDENT SCHOOL DISTRICT

By: _____
Name: _____
Title: _____

THE STATE OF _____
COUNTY OF _____

This instrument was acknowledged before me on this _____ day of _____, 20____
by _____, _____ of
NAME TITLE
_____ who stated that (s)he executed same for the purpose
COMPANY NAME
and consideration therein expressed and in the capacity therein stated.

Notary Public in and for
the State of _____

Commission Expires:

GRANTEE

EL PASO ELECTRIC COMPANY

By: _____
Name: Aurea D. Garcia
Title: Manager – Land Management

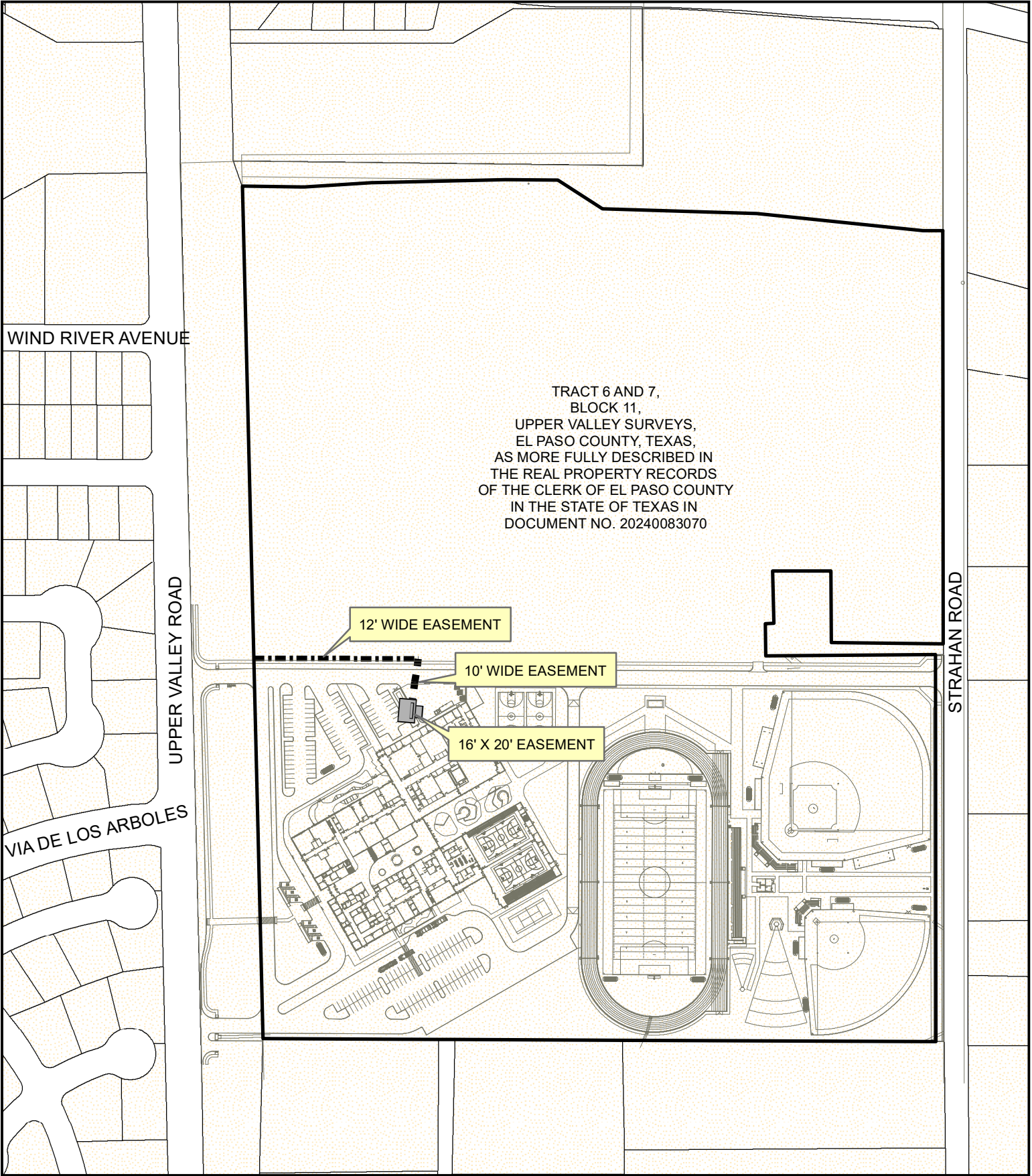
THE STATE OF TEXAS §
COUNTY OF EL PASO §

This instrument was acknowledged before me on this _____ day of _____, 20____
by Aurea D. Garcia, Manager – Land Management of El Paso Electric Company who stated that (s)he
executed same for the purpose and consideration therein expressed and in the capacity therein stated.

Notary Public in and for
the State of Texas

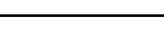
Commission Expires:

EXHIBIT "A"



NOT TO SCALE

LEGEND (NOT ALL SYMBOLS APPLY)

- | | | | |
|---|----------------------|---|-------------------------------|
|  | PADMOUNT TRANSFORMER |  | UNDERGROUND EASEMENT |
|  | ANCHOR EASEMENT |  | OVERHEAD EASEMENT |
|  | SWITCH GEAR |  | OVERHEAD/UNDERGROUND EASEMENT |
| | |  | EXISTING POWERLINE |



Board of Trustees

Meeting Date: 09/22/2026

Executive Summary of Board Agenda Item

Subject/Title for Agenda Posting: Approval Memorandum of Understanding between the Meadows Center for Preventing Educational Risk (MCPER) and Jose H. Damian Elementary School, Canutillo ISD (CISD) Regarding The Center to Advance Family Engagement for Marginalized Learners (CAFÉ)

Justification Statement: The CAFÉ team seeks to collaborate with an LEA with a high percentage of military-connected youth, which is one of the priorities in a grant sponsored by the US Department of Education, Office of Special Education Programs (OSEP).

Purpose of Agenda Item:

☐ Information ☒ Discussion ☒ Action

Item Type:

☒ Curriculum & Instruction ☐ Human Resources ☐ Business Services

Staff Responsible:

Dr. Jesica Arellano

Signature of Requester(s)

Dr. Jesica Arellano

Signature of Presenter(s)

Cristina Pulley

Business Services Approval (Initials)

Date

Agenda Summary:

A team with the Meadows Center for Preventing Educational Risk (MCPER) at The University of Texas at Austin acting in partnership as a subaward of the University of Cincinnati is investigating a technical assistance and professional development model. The CAFÉ team will team with a Local Education Agency (LEA) with a high percentage of military-connected youth—to improve results for learners with disabilities. CAFÉ will develop, pilot, and refine an LEA model that ultimately empowers family members to advocate for their children's needs and take an active role as decision-makers in their children's education. The CAFÉ team will support a campus team in learning more about special education and how to increase parent engagement. The ultimate goal of increasing family engagement is to improve results for learners with disabilities. Up to six school campus/district level personnel are sought to participate during the 2026–27 academic year. CAFÉ offers:

- Professional learning opportunities for educators, staff, and family designed coaches focused on effective communication, IDEA laws and procedures, and best practices for engaging families and managing conflicts.
- Opportunities for collaboration with Family CAFÉ coaches to ensure that district/campus services offered/provided are responsive to families' needs.
- Family-friendly resources to build understanding of IDEA rights and supports available for students with disabilities.

RECOMMENDATION:

Administration recommends that the Board of Trustees approve the Memorandum of Understanding between Meadows Center for Preventing Education Risk and Jose H. Damian Elementary School as presented.

PRIOR BOARD ACTION:

AWARDED:

AWARDED AMOUNT:

AMOUNT(S): \$1000 (stipend will be provided to CISD receipt under this Memorandum of Understanding)

ACCOUNT NO(S):

PROCUREMENT METHOD TYPE: (3 Quotes, Cooperative Contract Quotes, Sole Source, Formal Bid)

REQUESTING DEPARTMENT:

CONSEQUENCES OF NON-APPROVAL:

IMPLEMENTATION TIMELINE:

ATTACHMENT(S): ✓



**Memorandum of Understanding
Between the Meadows Center for Preventing Educational Risk (MCPER)
and Jose H. Damian Elementary School, Canutillo ISD (CISD)
Regarding The Center to Advance Family Engagement for Marginalized Learners (CAFÉ)**

A team with the Meadows Center for Preventing Educational Risk (MCPER) at The University of Texas at Austin acting in partnership as a subaward of the University of Cincinnati is investigating a technical assistance and professional development model. The CAFÉ team will team with a Local Education Agency (LEA) with a high percentage of military-connected youth—to improve results for learners with disabilities. CAFÉ will develop, pilot, and refine an LEA model that ultimately empowers family members to advocate for their children's needs and take an active role as decision-makers in their children's education.

The CAFÉ team seeks to collaborate with an LEA with a high percentage of military-connected youth, which is one of the priorities in a grant sponsored by the US Department of Education, Office of Special Education Programs (OSEP). The CAFÉ team will support a campus team in learning more about special education and how to increase parent engagement. The ultimate goal of increasing family engagement is to improve results for learners with disabilities. Up to six school campus/district level personnel are sought to participate during the 2026–27 academic year.

CAFÉ offers:

- Professional learning opportunities for educators, staff, and family designed coaches focused on effective communication, IDEA laws and procedures, and best practices for engaging families and managing conflicts.
- Opportunities for collaboration with Family CAFÉ coaches to ensure that district/campus services offered/provided are responsive to families' needs.
- Family-friendly resources to build understanding of IDEA rights and supports available for students with disabilities.

This is a model demonstration project. A model demonstration project is a real-world, practical application of a new method, strategy, or program designed to be evaluated and then shared or scaled up if successful. A model demonstration project is meant to be flexible to allow for the LEA partner to provide feedback so that the project activities can be adjusted to best suit the participants and their community. These projects are used to test a concept in a "typical setting" to see if it works, generate evidence of its benefits, and show how to replicate it elsewhere. There are no human subjects as in a research project. Instead, the collaborating school campus agrees to partner to test and evaluate the proposed model which includes

three-two hour¹ virtual and/or face-to-face professional development sessions that address the following topics:

- Project overview
- Communicating with families
- Empowering families

Additionally, there are three follow-up one-hour sessions proposed that will be offered to individuals from the campus team and the family coaches.

Furthermore, the CAFÉ team, in consultation with the campus team will identify, train, supervise and pay up to two family coaches who will serve as an additional liaison available to family members of students with disabilities with or without military-connectedness who may seek support in working with their school campus/district on how to advocate for their children's needs and take an active role as decision-makers in their children's education.

Treatment of intellectual property rights will be determined between the Parties through mutual consultation and agreement on a case-by-case basis, consistent with principles of existent laws of the United States.

Campus/district participants will receive the following for their participation:

- \$1,000 stipend per campus team (up to six members) to be paid out at the conclusion of the project sessions offered (anticipated to be prior to August 2027).
- \$2,000 stipend per campus identified family coach (up to two) to be paid out at the conclusion of the project sessions offered (anticipated to be prior to August 2027).
- Access to the CAFÉ website (<https://thefamilycafe.org/>) and all resources.
- Access to and support from the CAFÉ team.
- Access to and collaborative opportunities with CAFÉ family coaches.

The participating campus, *Jose H. Damian Elementary School* will receive:

- Reimbursement for cost of substitutes to cover instructional staff during professional development participation.

In support of this project, MCPER, *Jose H. Damian Elementary School* and Canutillo ISD make the following agreements:

That MCPER will:

- Provide a stipend to campus participants (\$1000 per person up to 6 campus team members and \$2,000 per person for each campus coach).

¹ The Texas CAFÉ and campus team will collaboratively adjust the proposed length and number of sessions to meet the partnering site's campus team's availability and needs based on lessons learned from implementation in Ohio and in Texas site 1, along with Texas site 2's input on what is feasible.

- Observe all district and campus rules and policies.
- Maintain ongoing communication with campus/district liaisons.
- Provide all professional development and project materials at no cost.
- Fully credit Jose H. Damian Elementary School and Canutillo ISD as a partner in published materials (with prior permission).

Both Parties agree that all financial agreements necessary to implement this MOU must be negotiated and will depend upon the availability of funds. Neither party shall have any financial obligation to the other party based on this Agreement.

The following individuals at ***Jose H. Damian Elementary School*** will be receivers of the forementioned stipend of \$1,000 as a participating member of the campus team.

1. Maria Castillo; mmcastillo@canutillo-isd.org
2. Heather Atherton; hatherton@canutillo-isd.org
3. Analy Gomez; anagomez@canutillo-isd.org
4. Melissa Ferandez; mharder@canutillo-isd.org
5. Patricia Lopez; plopez@canutillo-isd.org
6. Anali Luna; aluna@canutillo-isd.org

The following individuals at ***Jose H. Damian Elementary School*** will be receivers of the forementioned stipend of \$2,000 as a designated campus family coach.

1. Chelsea Anchieta; canchieta@canutillo-isd.org
Marilu Villegas; mari12385@yahoo.com

Jose H. Damian Elementary School in Canutillo ISD will:

- Identify up to six potential campus/district level participants to make up the campus team.
- Identify time for the professional development sessions with time allotted for continued action planning, and completion of project documentation and evaluations:
 1. Session 1 and 2, four hours; October 28th-7:45-3:30
 2. Session 3, two hours; November 9th- 7:45-3:30
 3. Session 4, one hour; December 7th- 7:45-3:30
 4. Session 5, one hour; January 13th- 7:45-3:30
 5. Session 6, one hour; February 17-7:45-3:30
- Allow campus participants time to attend professional development sessions during scheduled times.

- Promote the project to campus families with students with disabilities with and without military-connections.
- Provide feedback about the model and project materials by completing pre-and post-session evaluations.
- Promote collection of team/coach project related interactions to help the external evaluator to identify impact.

This Memorandum of Understanding will be effective as of the last date of signature below and will remain active for one year thereafter.

Agreed by:

Signed by:

Robyn Bertulon

5F9750D3A9C94E0...

Office of Sponsored Projects

The University of Texas at Austin

osp@austin.utexas.edu

2026-09-01 | 14:04:30 PDT

Dr. Josue Borrego

Superintendent of Schools

Canutillo Independent School

Board of Trustees

Meeting Date: August 25, 2026

Executive Summary of Board Agenda Item

Subject/Title for Agenda Posting: **Approval of Educational Experience Affiliation Agreement between Amberton University and Canutillo ISD**

Justification Statement:

Amberton will provide academic courses with such courses will provide educational experience by utilizing appropriate facilities and personnel of third parties

Purpose of Agenda Item:

☐ Information ☒ Discussion ☒ Action

Item Type:

☒ Curriculum & Instruction ☐ HumanResources ☐ Business Services

Staff Responsible:

Dr. Monica Reyes

Signature of Requester(s)

Dr. Monica Reyes

Signature of Presenter(s)

Cristina Pulley

Business Services Approval (Initials)

Date

Agenda Summary:

Student Support Services is requesting approval of the attached Agreement with Amberton University where as

Amberton will:

- Furnish Practicum Site with the names of the students approved by Amberton to participate at the designated site.
- Assign only those students who have satisfactorily completed those portions of Amberton's curriculum that are prerequisite to Program participation; and
- Designate a member of the Amberton faculty ("Field Supervisor") to coordinate the educational experience of students participating in the Program with the Practicum Site Supervisor. Amberton shall give Practicum Site written notice of the name of the University Representative.
- Inform student that s/he is required to comply with the rules and regulations of Practicum Site while on premises of Practicum Site and is required to comply with the requirements of federal and state laws and regulations regarding the confidentiality of information in records maintained by Practicum Site;
- Require student(s) assigned to Practicum Site to have appropriate malpractice liability insurance coverage and require student(s) to show evidence of such coverage if requested.
- Inform student(s) that s/he must meet Practicum Site program criteria based on criminal background checks and drug screens. (Check and screening to be done through Practicum Site.)

RECOMMENDATION:

PRIOR BOARD ACTION:

AWARDED:

AWARDED AMOUNT:

AMOUNT(S):

ACCOUNT NO(S):

PROCUREMENT METHOD TYPE: (3 Quotes, Cooperative Contract Quotes, Sole Source, Formal Bid)

REQUESTING DEPARTMENT:

Student Support Services

CONSEQUENCES OF NON-APPROVAL:

IMPLEMENTATION TIMELINE:

ATTACHMENT(S): ✓

Agreement



AMBERTON UNIVERSITY
EDUCATIONAL EXPERIENCE AFFILIATION AGREEMENT

THIS AGREEMENT, effective September 22, 2026, is between Canutillo Independent School District ("Practicum Site") with its principal office located at 7965 Artcraft Rd. El Paso, TX 79932, and Amberton University ("Amberton"), a non-profit corporation, having its principal office at 13601 LBJ Fwy, Garland, Texas 75041.

WHEREAS, Amberton operates facilities located at 13601 LBJ Freeway in the City of Garland, State of Texas, and therein provides educational services.

WHEREAS, Amberton provides academic courses with respect to and periodically desires to provide students in such courses with educational experience by utilizing appropriate facilities and personnel of third parties ("Program"); and

WHEREAS, Amberton desires to cooperate with Practicum Site to establish and implement from time to time one or more Programs involving the students and personnel of Amberton and the facilities and personnel of Practicum Site.

NOW, THEREFORE, in consideration of the mutual promises herein, Amberton and Practicum Site agree that any Program established and implemented by Amberton and Practicum Site during the term of this Agreement shall be covered by and subject to the following terms and conditions:

1. *Program Agreement:* To become effective, all agreements with respect to a Program ("Program Agreement") shall be reduced to writing, executed by authorized representatives of Amberton and Practicum Site.
2. *Conflict:* In the event of conflict between the text of Program Agreement and the text of this Agreement, this Agreement shall govern.
3. *Amendment of Program Agreement:* No amendment to a Program Agreement shall be effective unless reduced to writing, executed by the authorized representatives of Amberton and Practicum Site.
4. *Responsibility of Practicum Site:* Except for acts to be performed by Amberton pursuant to the provisions of this Agreement, Practicum Site will furnish the premises, supervision, services, and all other items necessary for the educational experience specified in the Program Agreement. In connection with such Program, Practicum Site will:

- a. Comply with all applicable federal, state, and municipal laws, ordinances, rules, and regulations; comply with all applicable requirements of any accreditation authority; and certify such compliance upon request by Amberton.
 - b. Permit the authority responsible for accreditation of Amberton's curriculum to inspect the facilities, services, and other items provided by Practicum Site for purposes of the educational experience; and
 - c. Appoint a person to serve for Practicum Site as supervisor ("Site Supervisor") will enforce the following procedure:
 - i. Practicum Site shall submit to Amberton the name of the Site Supervisor prior to the date the appointment is to become effective.
 - ii. Practicum Site shall assure that the Site Supervisor meets all requirements as outlined in the attached document, "Site Supervisor Requirements".
 - iii. No person shall act as Site Supervisor without the approval of Amberton.
 - iv. In the event the Site Supervisor approved by Amberton later becomes unacceptable and Amberton so notifies Practicum Site in writing, Practicum Site will appoint another Site Supervisor.
5. Responsibilities of Amberton: Amberton will:
- a. Furnish Practicum Site with the names of the students approved by Amberton to participate at the designated site.
 - b. Assign only those students who have satisfactorily completed those portions of Amberton's curriculum that are prerequisite to Program participation; and
 - c. Designate a member of the Amberton faculty ("Field Supervisor") to coordinate the educational experience of students participating in the Program with the Practicum Site Supervisor. Amberton shall give Practicum Site written notice of the name of the University Representative.
 - d. Inform student that s/he is required to comply with the rules and regulations of Practicum Site while on premises of Practicum Site and is required to comply with the requirements of federal and state laws and regulations regarding the confidentiality of information in records maintained by Practicum Site;
 - e. Require student(s) assigned to Practicum Site to have appropriate malpractice liability insurance coverage and require student(s) to show evidence of such coverage if requested.
 - f. Inform student(s) that s/he must meet Practicum Site program criteria based on criminal background checks and drug screens. (Checks and screening to be done through Practicum Site.)

- g. Amberton shall notify Practicum Site of Amberton's approval or disapproval of the Practicum Site Supervisor within ten (10) days after receipt of notice of selection from Practicum Site.
6. Notices: All notices under this Agreement or a Program Agreement shall be in writing and delivered either by personal delivery or by United States certified mail, return receipt requested. Such notices shall be deemed given when received by such party's designated representative.
 7. Oral Representations: No oral representations of any officer, agent, or employee of Amberton or Practicum Site shall affect or modify any obligations of either party under this Agreement or any Program Agreement.
 8. Amendment to Agreement: No amendment to this Agreement shall be valid unless reduced to writing, signed by an authorized representative of each party.
 9. Assignment: Neither this Agreement nor a Program Agreement may be assigned by either party without prior written approval of the other party.
 10. Performance: A delay in or failure of performance of either party that is caused by occurrences beyond the control of either party shall not constitute default hereunder or give rise to any claim for damages.
 11. Term and Effective Date: This Agreement shall become binding at the time Practicum Site accepts an Amberton applicant for training and Amberton University submits an applicant and approves a Practicum Site Supervisor. This Agreement is effective as long as there is mutual involvement between Amberton University students and Practicum Site and terminates at the conclusion of involvement or by agreement approved, in writing, by both parties. Either party may terminate this Agreement by giving the other written notice of intention to terminate.
 12. Applicable Law: The validity, interpretation, performance, and enforcement of this Agreement and any Program Agreement shall be governed by the laws of the State of Texas.
 13. Indemnification: To the extent authorized under the Constitution and laws of the State of Texas, Amberton shall hold Practicum Site harmless from liability resulting from Amberton's acts or omissions within the terms of this Agreement provided, however, Amberton shall not hold Practicum Site harmless from any claims, demands, or causes of action arising in favor of any person or entity resulting directly or indirectly from negligence (whether sole, joint, concurring or otherwise) of Practicum Site.
 14. Waiver of Liability: The Practicum Student shall adhere to Practicum Site risk management policies. The Practicum Student is advised of the potential risks while providing services to student at the Practicum Site as well as other designated school settings where services may be rendered such as offices and other school facilities. Practicum site risks may include assault, sexual harassment, civil or criminal lawsuits, students who become threatening or violent, and exposure to environmental hazards.

AMBERTON UNIVERSITY and PRACTICUM SITE ACCEPTANCE

Amberton University’s placement of a student applicant at Practicum Site and Practicum Site’s acceptance of the student applicant constitutes an agreement.

AMBERTON UNIVERSITY

CANUTILLO ISD

Signature

Signature

Name

Name

Title

Title

Date

Date