

Walsh Gallegos
Elena Gallegos

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INVESTIGATIVE REPORT

Ref: Santa Fe Public Schools Investigation

Prepared for: Elena Gallegos

Investigator: Christopher Cappon

Date Submitted: January 5, 2026



I.	SYNOPSIS	Page 2
II.	PERSONNEL INVOLVED	Page 2
III.	DOCUMENTS OBTAINED BY RCI	Page 6
IV.	INVESTIGATION	Page 11
	a. Ms. Elena Gallegos	
	b. Mr. Joshua Granata	
	c. Ms. Shanda Martinez	
	d. Mr. Eugene “Gene” Bostwick	
	e. Mr. Gabe Romero	
	f. Mr. Richard Halford	
	g. Ms. Marissa Bonifer	
	h. Mr. Mark Kendrick	
	i. Mr. Neal Weaver	
	j. Mr. Victor Quintana	
	k. Ms. Marie Gutierrez	
	l. Ms. Libby Lokey	
	m. Mr. Martin Ortega	
	n. Mr. Mark Lewandowski	
	o. Mr. Mario Salbidrez	
V.	INVESTIGATIVE FINDINGS	Page 71

**SYNOPSIS**

On October 2, 2025, Santa Fe Public Schools contracted with Robert Caswell Investigations to investigate the installation of audio-equipped surveillance cameras at district facilities. On September 17, 2025, the district placed the Executive Director and Deputy Director of the Safety and Security Team on administrative leave [REDACTED]

[REDACTED]. The complaints mentioned [REDACTED]
[REDACTED].

PERSONNEL INFORMATION

REF: Ms. Elena Gallegos Point of Contact
EMP: Walsh Gallegos P.C.
ADD: 500 Marquette Avenue NW #1310
Albuquerque, New Mexico 87102
PHO: (505) 243-6864
Email: egallegos@wabsa.com

REF: Mr. Joshua Granata – General Counsel Point of Contact/Recorded Interview
EMP: Santa Fe Public Schools – Legal Department
ADD: 610 Alta Vista Street
Santa Fe, New Mexico 87505
PHO: (505) 467-2000
Email: jgranata@sfps.k12.nm.us

REF: Ms. Shanda Martinez– Office Manager Recorded Interview
EMP: Santa Fe Public Schools – Facilities and Maintenance Building
ADD: 610 Alta Vista Street
Santa Fe, New Mexico 87505
PHO: (505) 467-2000
Email: scdebaca@sfpas.k12.nm.us

REF: Mr. Eugene Bostwick – Director of Construction and Real Property Recorded Interview
EMP: Santa Fe Public Schools – Facilities and Maintenance Building
ADD: 610 Alta Vista Street
Santa Fe, New Mexico 87505
PHO: (505) 467-2000
Email: ebostwick@sfps.k12.nm.us



REF: Mr. Gabe Romero – Director of Operations Recorded Interview
EMP: Santa Fe Public Schools – Facilities and Maintenance Building
ADD: 610 Alta Vista Street
Santa Fe, New Mexico 87505
PHO: (505) 467-2000
Email: gromero@sfps.k12.nm.us

REF: Mr. Richard Halford – Chief Financial Officer Recorded Interview
EMP: Santa Fe Public Schools – Financial Department
ADD: 610 Alta Vista Street
Santa Fe, New Mexico 87505
PHO: (505) 467-2000
Email: rhalford@sfps.k12.nm.us

REF: Ms. Marissa Bonifer – Director of Facilities and Maintenance Recorded Interview
EMP: Santa Fe Public Schools – Facilities and Maintenance Building
ADD: 610 Alta Vista Street
Santa Fe, New Mexico 87505
PHO: (505) 467-2000
Email: mbonifer@sfps.k12.nm.us

REF: Mr. Mark Kendrick – Special Systems Control Technician Recorded Interview
EMP: Santa Fe Public Schools – Facilities and Maintenance Building
ADD: 610 Alta Vista Street
Santa Fe, New Mexico 87505
PHO: (505) 467-2000
Email: mkendrick@sfps.k12.nm.us

REF: Mr. Neal Weaver – Deputy Superintendent of Operations Telephone Conversation
EMP: Santa Fe Public Schools
ADD: 610 Alta Vista Street
Santa Fe, New Mexico 87505
PHO: (505) 467-2000
Email: nweaver@sfps.k12.nm.us



REF: Mr. Victor Quintana – Emergency Manager Recorded Interview
EMP: Santa Fe Public Schools – Safety and Security Department
ADD: 610 Alta Vista Street
Santa Fe, New Mexico 87505
PHO: (505) 467-2000
Email: vquintana@sfps.k12.nm.us

REF: Ms. Marie Gutierrez – Chief Procurement Officer Recorded Interview
EMP: Santa Fe Public Schools – Financial Department
ADD: 610 Alta Vista Street
Santa Fe, New Mexico 87505
PHO: (505) 467-2000
Email: mariegutierrez@sfps.k12.nm.us

REF: Ms. Libby Lokey – Safety and Security Coordinator Recorded Interview
EMP: Santa Fe Public Schools – Safety and Security Department
ADD: 610 Alta Vista Street
Santa Fe, New Mexico 87505
PHO: (505) 467-2000
Email: llokey@sfps.k12.nm.us

REF: Mr. Martin Ortega – Director of Capital Outlay Recorded Interview
EMP: Santa Fe Public Schools – Financial Department
ADD: 610 Alta Vista Street
Santa Fe, New Mexico 87505
PHO: (505) 467-2000
Email: maortega@sfps.k12.nm.us

REF: Mr. Mark Lewandowski– Director of Safety and Security Recorded Interview
EMP: Santa Fe Public Schools – Safety and Security Team
ADD: 610 Alta Vista Street
Santa Fe, New Mexico 87505
PHO: (505) 467-2000
Email: mlewandowski@sfps.k12.nm.us



REF: Mr. Mario Salbidrez – Executive Director of Safety and Security Recorded Interview
EMP: Santa Fe Public Schools – Safety and Security Team
ADD: 610 Alta Vista Street
 Santa Fe, New Mexico 87505
PHO: (505) 467-2000
Email: msalbidrez@sfps.k12.nm.us

**DOCUMENTS OBTAINED BY RCI**

1. Ms. Elena Gallegos's October 2, 2025, email: Scope of Investigation
 - a. Scope of Investigation.pdf
 - b. Mr. Gabe Romero's September 17, 2025, email: *Formal Complaint Regarding* [REDACTED]
 - c. Santa Fe Public Schools Mail - Formal Complaint Regarding [REDACTED]
 - d. Dr. Neal Weaver's October 2, 2025, email: *FW: [EXTERNAL SENDER] RE: SFPS Camera Contractors List*
 - i. SFPS - Log of Cameras with Audio
 - e. Received by email from Ms. Gallegos on October 2 and 3, 2025.
2. Mr. Joshua Granata's Documentation
 - a. Job Description – Safety and Security Director – (Salbidrez)
 - b. Job Description – Safety and Security Deputy Director – (Lewandowski)
 - c. Mr. Joshua Granata's September 23, 2025, summary: *"Reporting of Events Regarding SFPS Discovery of Audio Recording Devices Within and Outside Santa Public School Buildings."*
 - d. 2025-11-14_065321
 - e. Received Mr. Granata on October 20, 2025
3. Mr. Eugene Bostwick's September 17, 2025, email: [REDACTED] *Surveillance Complaint*
 - a. Received by email from Mr. Granata on October 20, 2025
4. Mr. Gabe Romero's Documentation
 - a. *Timeline and Events Regarding the Discovery and Request for an Investigation of the Listening Devices*
 - b. Facilities Surveillance Camera – entryway - midrange
 - c. Facilities Surveillance Camera - entryway - close-up
 - d. Salbidrez placing stickers – Kearney
 - e. Surveillance tickers on school doors – Kearney
 - f. Surveillance Stickers close-up – Kearney
 - g. Mr. Gabe Romero's September 17, 2025, email: *Formal Complaint Regarding* [REDACTED]
 - h. Mr. Gabe Romero's September 19, 2025, email: *Preserving Video Recordings*
 - i. Mr. Gabe Romero's September 4, 2025, email: *Further Discussion*
 - j. Mr. Gabe Romero's September 4, 2025, email: *Device in Lobby*
 - k. Mr. Gabe Romero's September 12, 2025, email: *Legal Determination*
 - l. Mr. Gabe Romero's September 17, 2025, email: *Security Interim*
 - m. Received from Mr. Romero during his interview on October 19, 2025.



5. **Mr. Gabe Romero's October 1, 2025, email: *Formal Complaint of Regarding*** [REDACTED]
 - a. Received by email from Mr. Romero on October 20, 2025
6. **Mr. Joshua Granata's Documentation**
 - a. **Text Message - Ex-superintendent**
7. **Mr. Richard Halford's October 22, 2025, email: *Budgeting for SB9***
 - a. Received by email from Mr. Halford on October 22, 2025
8. **Ms. Ana Salas' Emails**
 - a. **Ms. Ana Salas' October 15, 2025, email: *Proof of*** [REDACTED] ***from Salbidrez***
 - i. **Image - 1000012208**
 - ii. **Image - 1000012206**
 - b. **Ms. Ana Salas' October 15, 2025, email: *Point to be heard***
 - c. Received from Mr. Joshua Granata on October 23, 2025
9. **Mr. Mark Kendrick's October 28, 2025, email: *Cameras capable but not configured***
 - a. Received by email from Mr. Kendrick on October 28, 2025
10. **Mr. Richard Halford's October 30, 2025, email: *S&S Spending - Last Three Years***
 - a. **Safety & Security Data-FY23-FY24-FY25**
 - b. Received by email from Mr. Halford on October 29, 2025
11. **Dr. Neal Weaver's Photographs**
 - a. **Classroom Camera – 6378319176385905961**
 - b. **Wiring – 4148007679354939624**
 - c. **Received by text from Dr. Weaver on October 30, 2025**
12. **Mr. Richard Halford's Documentation**
 - a. **FY2024 Blanket PO for IT Connect**
 - b. **FY2024 Invoices for IT Connect**
 - c. Received Mr. Halford on November 4, 2025
13. **Mr. Victor Quintana's November 3, 2025, email: *Camera Count***
 - a. Received by email from Mr. Quintana on November 3, 2025



14. Ms. Libby Lokey's November 3, 2025, email: *Investigation*
 - a. Libby Lokey- HR District Safety Concerns
 - b. Libby Lokey- HR Mr. Granata Complaint
 - c. Received by email from Ms. Lokey on November 3, 2025
15. Dr. Neal Weaver's November 5, 2025, email: *Concerns*
 - a. Received by email from Mr. Joshua Granata on November 5, 2025
16. Mr. Joshua Granata's November 5, 2025, email: *Concerns*
 - a. Received by email from Mr. Joshua Granata on November 5, 2025
17. Dr. Neal Weaver's November 13, 2025, email: *Excel - cameras with audio that WAS turned on*
 - a. Excel spreadsheet - SFPS - Log of Cameras with Audio with location notes (1)
 - b. Received by email from Dr. Weaver on November 13, 2025
18. Santa Fe New Mexican's June 12, 2023, article: *Robot joins safety squad.*
19. Ms. Joshua Granata's November 4, 2025, email: [REDACTED]
 - a. Received by email from Mr. Granata on November 10, 2025
20. Ms. Libby Lokey's November 14, 2025, email: *Investigation*
 - a. Received by email from Ms. Lokey on November 14, 2025
21. Mr. Doug Perrin's November 19, 2025 email: *re: Mario Salbidrez, Mark Lewandowski*
 - a. Screenshot #1
 - b. Screenshot #2
 - c. Response to Investigation Regarding Installation of Audio-Capable Security Cameras
 - d. Received by email from Mr. Perrin on November 19, 2025
22. Ms. Libby Lokey's Documentation
 - a. Ms. Libby Lokey's December 10, 2025, email: *File shared with you: "Aspen 11/18/24 Daniel Sisneros."*
 - i. Mr. Daniel Sisneros Aspen
 - b. Ms. Libby Lokey's December 10, 2025, email: *Item shared with you: "SFHS Audio [REDACTED] Student 2-7-25 avi."*
 - c. Ms. Libby Lokey's December 10, 2025, email: *Item shared with you: "p42 Security Office Fish Eye_20241114_10_35_43_Split_5_Audio.avi."*
 - d. Ms. Libby Lokey's December 10, 2025, email: *Mr. Granata Policy 243*



- i. Policy 243
- e. Ms. Libby Lokey's December 10, 2025, email: *Mr. Grunata Police 243 [#2]*
 - i. Policy 243
- f. Mr. Mario Salbidrez's May 16, 2025, email: *Re_ Folder shared with you_ _Ortiz Gym Incident 5-14-2025_*
- g. Ms. Libby Lokey's December 10, 2025, email: *NM Workforce Solutions Complaint Confirmation*
 - i. Complaint confirmation
- h. Received by email from Ms. Lokey on December 10, 2025

23. Ms. Jannette Fonseca's Documentation

- a. Mr. Mario Salbidrez's September 24, 2025, email: *Fwd_ Rt 13 Sweeney PM Route 9-25-24*
- b. Mr. Mario Salbidrez's August 19, 2025, email: *Re_ Folder shared with you_ _ASPEN 8-29-2025 FIGHT_*
- c. Mr. Mario Salbidrez's May 16, 2025, email: *Re_ Folder shared with you_ _Ortiz Gym Incident 5-14-2025_*
- d. Mr. Austin Anaya's January 29, 2025, email: *Re_ Sub 2nd Grade*
- e. Received by email from Ms. Fonseca on December 11, 2025

24. Mr. Gave Romero's December 12, 2025, email: *RFI from November 25, 2025, Meeting*

- a. PDFs-Admin Sites
- b. PDFs-Pre K & Elementary
- c. PDFs-K-8
- d. PDFs-Middle Schools
- e. PDFs-High Schools
- f. Received by email from Mr. Joshua Granata on December 12, 2025

25. Computer Search Documentation

- a. Amanda Cordova – Aspen Community School – February 12, 2025
 - i. Mr. Hilario Chavez's February 12, 2025, email: *Santa Fe Public Schools Mail - Fwd_ [EXTERNAL SENDER]-feb12-ichavez-acknowledgement - Feb 12, 2025*
 - ii. Mr. Mario Salbidrez's March 15, 2025, email: *Santa Fe Public Schools Mail - Re_ Aspen - March 14, 2025*
 - iii. Mr. Mario Salbidrez's April 2, 2025, email: *Santa Fe Public Schools Mail - Parent Concern – [REDACTED] (Aspen Student) - April 2, 2025*
 - iv. Mr. Mario Salbidrez's April 3, 2025, email: *Santa Fe Public Schools Mail - Re_ [EXTERNAL SENDER] Re_ Availability for Meeting - April 3, 2025*



- v. Mr. Mario Salbidrez's April 3, 2025, email: *Santa Fe Public Schools Mail - Availability for Meeting -April 3, 2025*
 - vi. Mr. Mario Salbidrez's April 8, 2025, email: *Santa Fe Public Schools Mail - Re_ [EXTERNAL SENDER] Re_ Availability for Meeting-April8th2025*
 - vii. Mr. Mario Salbidrez's April 10, 2025, certified letter: *Miss Amanda Cordova NOTICE - April 10, 2025*
 - viii. Mr. Mario Salbidrez's April 10, 2025, email: *Santa Fe Public Schools Mail - Re_ [EXTERNAL SENDER] Re_ Availability for Meeting-2 - April 10, 2025*
 - ix. Mr. Mario Salbidrez's April 10, 2025, email: *Santa Fe Public Schools Mail - Re_ [EXTERNAL SENDER] Re_ Availability for Meeting-3 - April 10, 2025*
 - b. L. Christenson – Nina Otero Elementary School – February 6, 2025
 - i. Mr. Mario Salbidrez's February 6, 2025, email: *Santa Fe Public Schools Mail - Fwd_ NOC-L Christopherson*
 - ii. Mr. Mario Salbidrez's February 6, 2025, email: *Santa Fe Public Schools Mail - Folder shared with you_ _NOC Lisa Christopherson 2-6-2025_*
 - iii. Mr. Mario Salbidrez's February 6, 2025, email: *Santa Fe Public Schools Mail - Folder shared with you_ _NOC Lisa Christopherson 2-6-2025_ - dup*
 - iv. Mr. Mario Salbidrez's February 6, 2025, email: *Santa Fe Public Schools Mail - Folder shared with you_ _NOC Lisa Christopherson 2-6-2025_timestamp*
 - c. Recovered during computer search with Mr. Mario Salbidrez on December 15, 2025.
- 26. Dr. Neal Weaver's December 15, 2025, email: *Transportation Theft***
- a. Resolution 2024 2025 Proclamation of Transportation Equipment to be Retired Disposed of .docx 1
 - b. Received by email from Dr. Weaver on December 15, 2025



INVESTIGATION

Thursday, September 25, 2025

Case Assignment

On September 25, 2025, RCI Owner Matt McWethy notified RCI Investigator Christopher Cappon of a pending investigation involving Santa Fe Public Schools (SFPS). [REDACTED]

[REDACTED] the school district placed the Executive Director and Deputy Director of the Safety and Security Team on administrative leave. Mr. McWethy advised that the investigation was pending final contract approval.

Thursday, October 2, 2025

Initial Documentation

On October 2, 2025, RCI Owner Matt McWethy emailed RCI Investigator Christopher Cappon a scope of investigation provided by Ms. Elena Gallegos with the Walsh & Gallegos Law Firm. She is the external counsel assisting SFPS with the investigation into the audio-equipped surveillance cameras installed at several SFPS buildings. The investigative scope included the following background information:

The purpose of this Scope of Investigation is to set out the scope of the third-party investigation to be conducted by RCI on behalf of Santa Fe Public Schools (SFPS) into the installation of video cameras with audio recording capabilities throughout the district.

The following information was relayed in a complaint submitted by Gabe Romero, the Executive Director of Operations. It was recently discovered that a camera was being installed at the (SFPS) Facilities Department that had the ability to record audio. [REDACTED] the individual installing the device indicated that the camera being installed also recorded audio. [REDACTED] See attached, email from Gabe Romero on September 17, 2025.

The investigator received a copy of Mr. Gabe Romero's [REDACTED] complaint submitted by email to Human Resources on September 17, 2025. He filed his complaint against Mr. Mario Salbidrez, titled "Formal Complaint Regarding [REDACTED]" Mr. Romero opened the complaint with the following (sic):

Re: Urgent — audio recording in school lobbies/offices; [REDACTED] and preservation demand

Background:



Audio-visual devices that, according to Security Director Mario Salbidrez, record audio have been placed in the lobbies and offices at several locations within the district. While some cameras are visible, there has been no clear written notice that voices/conversations are being recorded.

[REDACTED]

[REDACTED]

[REDACTED]

Mr. Romero concluded his complaint with the following statement (sic):

Consequences / next steps if no timely remediation:

Failure to comply may require escalation, including: (a) a formal IPRA request for records, (b) referral to the school board, and (c) legal action seeking injunctive relief and monetary damages under NM Stat § 30-12-11 (2024) and related provisions. Statutory remedies under § 30-12-11 may include actual damages, liquidated damages of not less than \$100 per day (or \$1,000, whichever is higher), punitive damages, and attorney's fees.

Thursday, October 2, 2025

Ms. Elena Gallegos – Point of Contact

Upon receipt of the documentation, RCI Investigator Christopher Cappon spoke with Ms. Elena Gallegos by telephone. She advised that her role for SFPS was to review potential privacy and liability concerns related to the Safety and Security Team's use of audio-equipped surveillance cameras at SFPS sites. Ms. Gallegos identified the point of contact for the investigation as Mr. Joshua Granata, SFPS's General Counsel. Ms. Gallegos directed the investigator to contact Mr. Granata to initiate the investigation; however, he was on personal leave until October 14, 2025.

On October 3, 2025, Ms. Elena Gallegos forwarded an email from Dr. Neal Weaver, SFPS's Deputy Superintendent of Operations. In his email, Dr. Weaver wrote (sic):

Attached is the log of cameras that had audio capability and also audio was actively recording. We have until this point been reporting 85 cameras. This was a mistake. There are 72 in total.

The email included an attachment listing the location, description, IP address, make, model, and installation date for 72 audio-equipped cameras. According to the spreadsheet, the first camera was installed in the security office at Capital High School on November 7, 2021. Except for two devices installed in 2023, the number of installations significantly increased in 2024 and 2025, with the last installation occurring on September 12, 2025, or five days before Mr. Gabe Romero's complaint.



To review Ms. Gallegos's scope of the investigation, Mr. Romero's complaint, and Dr. Weaver's email and attachment, *see Document #1*.

Thursday, October 16, 2025

Mr. Joshua Granata – Point of Contact

On October 16, 2025, RCI Investigator Christopher Cappon telephoned Mr. Joshua Granata to initiate the investigation. The conversation took place after his return from personal leave, and he provided a brief background on the concern involving the district's use of audio-equipped surveillance cameras.

Mr. Granata reported that the camera concern came to his attention in early September 2025 from the Executive Director of Operations, Mr. Gabe Romero. It followed the installation of an audio-equipped surveillance camera at the Facilities and Maintenance Building. Mr. Romero reported that the building's office manager, Ms. Shanda Martinez, observed a contractor installing a camera in the front lobby. She spoke with the contractor, who advised that the device has audio-recording capability. [REDACTED] Ms. Martinez notified her supervisor about the camera and its audio capability, which came to the attention of Director of Operations Gabe Romero.

[REDACTED] Mr. Granata reported that Mr. Romero filed a Human Resources complaint on September 17, 2025, against Mr. Mario Salbidrez and Mr. Mark Lewandowski, the Executive Director of the Safety and Security Team, respectively. Mr. Romero raised [REDACTED]

[REDACTED] Mr. Romero demanded that the audio capabilities be turned off and the recordings preserved as evidence. Mr. Granata advised that the servers supporting the audio-equipped cameras retain data for 30 days before overwriting it.

[REDACTED] Superintendent Christine Griffin placed Mr. Salbidrez and Mr. Lewandowski on administrative leave and ordered an external investigation.

Mr. Granata advised that Mr. Eugene Bostwick also filed a Human Resources complaint against Mr. Salbidrez on September 17, 2025. Mr. Bostwick's complaint listed concerns similar to those raised by Mr. Romero. He is the district's Director of Construction and Real Property and a direct subordinate to Mr. Romero. He works in the Facilities and Maintenance Building.

Mr. Granata scheduled interviews with Ms. Martinez, Mr. Bostwick, and Mr. Romero on Monday, October 20, 2025.

Monday, October 20, 2025

Mr. Joshua Granata – Meeting

On October 20, 2025, at 9:00 a.m., RCI Investigator Christopher Cappon met with Mr. Granata before the start of the interviews. Mr. Granata provided the investigator with his legal review of



the camera issue, dated September 23, 2025. In the summary, Mr. Granata listed [REDACTED]

[REDACTED] He provided the investigator with a copy of his summary.

Mr. Granata also provided the investigator with job descriptions for the Executive Director and Deputy Director of the Safety and Security Team. He included a recent purchase order requested by the Safety and Security Team and noted that it lacked his approval. To review the above items, see *Document #2*.

During a later review, the investigator noted that the purchase order was for \$129,225.13 and contained the phrase on page 14 (in bold) “Fisheye Camera with Audio” and was signed by the Superintendent Christine Griffin on June 18, 2025.

Monday, October 20, 2025

Ms. Shanda (C DeBaca) Martinez’s Recorded Interview

On October 20, 2025, at 9:52 a.m., RCI Investigator Christopher Cappon conducted an administrative interview with Ms. Shanda (C DeBaca) Martinez at SFPS’s administrative offices. Before questioning, the investigator read the administrative instructions to Ms. Martinez, and [REDACTED] Ms. Martinez acknowledged the investigator’s recording of the interview. Ms. Grace Mayer with the National Education Association (NEA) provided union representation for Ms. Martinez.

Ms. Martinez has worked for SFPS for eight years as the Office Manager at the Facility and Maintenance Building, located at 2195 W. Lea. She identified her supervisor as Ms. Marissa Bonifer, the Director of Facilities and Maintenance. She added that Ms. Bonifer reports to Mr. Gabe Romero, the Executive Director of Operations. Ms. Martinez does not supervise any staff, and her workstation is next to the building’s main lobby.

Tuesday, September 2, 2025 – Audio-Equipped Surveillance Cameras

In early September 2025, Ms. Martinez observed a contractor installing a surveillance camera in the front lobby of her building, and a few feet from her workstation. Note: The investigator later learned that the installation date was Tuesday, September 2, 2025. [REDACTED]

[REDACTED] Ms. Martinez [REDACTED] [REDACTED] asked the contractor about her ability to access the video feed. She advised that one of her job responsibilities is to monitor the building’s 22 surveillance cameras. In response to her question, the contractor said, “I’m not sure because this one has audio.” Ms. Martinez recalled telling him, “Oh. Oh, okay.”



After installation, Ms. Martinez notified her supervisor, Ms. Bonifer, that a new camera had been installed in the main lobby and that it had audio capability. Per Ms. Martinez, [REDACTED]

The following morning, September 3, 2025, Ms. Martinez reported that Dr. Neal Weaver and Mr. Gabe Romero contacted her about the new camera, and she pointed it out to them. Ms. Martinez stated the camera was removed the following week while she was on leave. Ms. Martinez advised that she was not directed to provide a statement regarding the camera or her interaction with the installer. She reported no further discussions about the device before the interview with the investigator.

At the end of the interview, Ms. Martinez confirmed that [REDACTED]

Monday, October 20, 2025

Mr. Eugene “Gene” Bostwick’s Recorded Interview

On October 20, 2025, at 10:39 a.m., RCI Investigator Christopher Cappon conducted an administrative interview with Mr. Eugene “Gene” Bostwick at SFPS’s administrative offices. Before questioning Mr. Bostwick, the investigator read the administrative instructions to him, and [REDACTED] Mr. Bostwick acknowledged the investigator’s recording of the interview and appeared without a representative.

Mr. Bostwick has worked for SFPS for eight years and is the Director of Construction and Real Property. He has been in that role for approximately four years, overseeing all construction projects and identifying district-owned properties. As for the latter, he advised that SFPS “owns a lot of property and more than we believed.” Since assuming the role, he has identified multiple previously unknown properties, including one in early September 2025. Mr. Bostwick works from the Facilities and Maintenance Building on West Zia. He supervises two employees and identified his supervisor as Mr. Gabe Romero.

Tuesday, September 2, 2025 – Audio-Equipped Surveillance Cameras

At the time of the interview, the investigator had not received a copy of Mr. Bostwick’s Human Resources complaint. [REDACTED] installation of an audio-equipped surveillance camera in the front lobby of the Facilities and Maintenance Building. He learned about the device from Mr. Romero in early September 2025 and described it as a “small dish eye camera.” The building’s office manager, Ms. Shanda Martinez, witnessed the installation, and the contractor notified her of the camera’s audio capability. [REDACTED] it occurred at 4:30 p.m., after most employees had left for the day.



[REDACTED]

In addition to the approximately 70 recently identified audio-equipped cameras, Mr. Bostwick believed [REDACTED]

[REDACTED] Mr. Bostwick noted that the cameras listed on the spreadsheet included only one make and model, which he considered [REDACTED]. As evidence, Mr. Bostwick stated that the Safety and Security Team recently upgraded the servers to support additional data input, which he believed [REDACTED]

Thursday, September 4, 2025 – Conversation Between Mr. Romero and Mr. Salbidrez

On September 4, 2025, Mr. Bostwick attended a telephone conversation between Mr. Romero and Mr. Salbidrez. [REDACTED] he participated in the meeting anonymously, [REDACTED]. During the meeting, Mr. Romero asked about the cameras with audio capability, to which Mr. Salbidrez responded [REDACTED]. Mr. Bostwick considered [REDACTED] some audio cameras were placed in areas where parents would not be expected to be present. He told the investigator [REDACTED]

Procurement Process (Purchase Orders)

During his interview, Mr. Bostwick expressed concerns about [REDACTED]. He used an example involving Mandela Integrated Magnet School, which is under construction. While developing a construction budget last summer, Mr. Salbidrez requested \$280,000.00 for surveillance cameras, which Mr. Bostwick described [REDACTED]. Mr. Bostwick had initially budgeted \$75,000.00, which he described as sufficient a few years prior. He told the investigator, “They just had been buying these [REDACTED] cameras that had that [audio] capacity.” He added, [REDACTED]

Regarding the price increase, Mr. Bostwick advised that the cost of the surveillance cameras purchased by the Safety and Security Team recently “jumped” from approximately \$500.00 for “regular units” to \$4,000.00 to \$5,000.00 for cameras with audio capability. Mr. Bostwick reported calling Mr. Salbidrez about funding the increased camera costs, to which Mr. Salbidrez responded, “I will buy them.” He noted that Mr. Salbidrez made the comment [REDACTED]



The investigator inquired about the source of the Safety and Security Team's budget. Mr. Bostwick believed [REDACTED]

[REDACTED] Mr. Bostwick advised that checks and balances are in place and that "four or five people" sign off on purchase requests. He added that any purchase order request over \$60,000.00 requires school board approval. While describing the Purchasing Department as [REDACTED] Mr. Bostwick stated, [REDACTED]

Mr. Bostwick believed that [REDACTED]

[REDACTED] He speculated that [REDACTED]

[REDACTED] However, Mr. Bostwick acknowledged [REDACTED]

[REDACTED] Mr. Bostwick advised that another scenario possibly involved [REDACTED]

[REDACTED] described the district's Chief Procurement Officer (CPO), Ms. Marie Gutierrez, as [REDACTED] Mr. Bostwick stated that she reviews purchase orders only to ensure proper procedures are followed and does not disburse funds.

Regarding the Finance Department's structure, Mr. Bostwick advised that the new Chief Financial Officer (CFO), Mr. Richard Halford, had been in the role for only a couple of months. Mr. Robert Martinez served as the district's CFO for five or six years before leaving the district last fall. Ms. Beverly Aguilar served as the interim CFO until Mr. Halford was hired.

Monday, October 20, 2025

Mr. Joshua Granata's Email

On October 20, 2025, Mr. Joshua Granata emailed RCI Investigator Christopher Cappon a copy of Mr. Eugene Bostwick's September 17, 2025, Human Resources complaint. He sent the complaint to Ms. Jannette Fonesca, the Human Resources Director, which stated (sic):

Jannette,

I'm writing to you as the head of our human resources department, because I feel

[REDACTED]
[REDACTED] *I believe* [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

I first learned of these devices about a week ago when one was installed in the lobby of the facilities building. That one was removed at Gabe Romero's request, but I



am seeing the same device in many locations. Two are in place in the new transportation department office building which is almost ready for occupancy, including one installed just outside the staff bathrooms!



All this said, I am making this an official complaint, and I would request that the district take immediate steps to remove these devices throughout. I would also request that the district take any other necessary measures to ensure that this does not happen again, including but not limited to establishing written policies that align with the rights of us all.

To review Mr. Bostwick's complaint, see Document #3.

Monday, October 20, 2025

Mr. Gabe Romero's Recorded Interview

On October 20, 2025, at 11:39 a.m., RCI Investigator Christopher Cappon conducted an administrative interview with Mr. Gabe Romero at SFPS's administrative offices. Before questioning Mr. Romero, the investigator read the administrative instructions to him, [REDACTED] [REDACTED] Mr. Romero acknowledged the investigator's recording of the interview and appeared without a representative.

Mr. Romero has worked for SFPS for 13 years and has served as the Executive Director of Operations for five years. For the past two months, he has reported to Deputy Superintendent Neal Weaver. Mr. Romero supervises five managers, including Ms. Deanna Tarasevich (Student Nutrition), Mr. Felipe Navares (Transportation), Mr. Eugene Bostwick (Construction and Real Property), Ms. Lucy Stannis (Sustainability), and Ms. Melissa Bonifer (Facilities and Maintenance).

Wednesday, September 3, 2025

On September 3, 2025, Mr. Romero reported walking into the Facilities and Maintenance Building lounge during lunch. He overheard staff discussing contacting the ACLU, and others saying, [REDACTED] [REDACTED] Mr. Romero learned that the issue involved a new camera installed in the building's front lobby the day before, which had audio capabilities.



Ms. Shanda Martinez learned of the device's audio capability during a conversation with the installer and notified her supervisor, Ms. Bonifer. Mr. Romero reported checking the camera in question and noted its make and model. He researched the device and confirmed that it could record audio.

Thursday, September 4, 2025 – Telephone Call with Mr. Salbidrez

The following day, Mr. Romero telephoned Mr. Mario Salbidrez regarding the camera in question and asked Mr. Bostwick to listen as a witness. During their conversation, Mr. Salbidrez confirmed it had audio capabilities and explained that the installation was in response to potential arguments in the front lobby. [REDACTED] He directed Mr. Salbidrez to remove the camera, which occurred soon after.

After the conversation, Mr. Romero reported conducting “spot checks” for the cameras in question at schools and district facilities. [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED] At Carlos Gilbert Elementary, Mr. Romero reported that a camera was found outside the building [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

On September 9, 2025, Mr. Romero met with Mr. Joshua Granata about the cameras and notified him of his plans to file a complaint. [REDACTED]

[REDACTED] In the meantime, Mr. Romero spoke to an attorney acquaintance and “a former male chief justice” about the cameras. While he refused to identify them, Mr. Romero stated that they described [REDACTED]
[REDACTED]

Monday, September 16, 2026 – Cabinet Meeting

On September 16, 2025, Mr. Romero reported [REDACTED] during a cabinet meeting. [REDACTED] involved the purchase of license plate readers (LPRs), not audio-equipped cameras. Mr. Salbidrez requested purchasing the LPR devices, but Mr. Romero questioned the need, noting that the district already had more than 3,000 cameras. Mr. Romero reported that when he served as the Director of Safety and Security, the district had 1,000 cameras. He described the increase of over



2,000 devices under Mr. Salbidrez as [REDACTED] During the meeting, Mr. Romero mentioned [REDACTED] Superintendent Griffin approved the license plate readers and directed the cabinet to “move on,” Mr. Romero stated, [REDACTED]
[REDACTED]

Tuesday, September 17, 2025 – Human Resources Complaint

Mr. Romero filed his Human Resources complaint the day after the cabinet meeting due to [REDACTED]
[REDACTED]

After submitting his complaint, Mr. Romero reported [REDACTED]
[REDACTED]

[REDACTED] Mr. Romero stated that Superintendent Griffin approached him [REDACTED] he informed her that he intended to proceed with his complaint.

During a staff meeting following Mr. Salbidrez’s placement on leave, Dr. Griffin notified staff that Mr. Mark Lewandowski would oversee the Safety and Security Team. Mr. Romero notified her that [REDACTED]

Mr. Romero reported that during the September 4, 2025, telephone conversation, Mr. Salbidrez [REDACTED] The superintendent then placed Mr. Lewandowski on administrative leave as well.

Thursday, September 19, 2025 – Law Enforcement Referral

On September 19, 2025, Mr. Romero reported that a cabinet meeting occurred, which included additional directors and school principals. During the meeting, questions arose regarding stickers being placed at several locations, including Kearney Elementary School. The stickers notified visitors about the use of audio and visual recordings. Mr. Romero contacted Mr. Mark Kendrick, who found a video of Mr. Salbidrez and Mr. Victor Quintana placing the stickers at Kearney.

Mr. Romero, a retired New Mexico State Police Officer, [REDACTED]
[REDACTED]

[REDACTED] Mr. Romero contacted the Santa Fe Police Department about the cameras and Mr. Salbidrez’s actions. [REDACTED]

[REDACTED] Mr. Romero contacted the New Mexico State Police. He recommended [REDACTED]
[REDACTED]

Procurement Process (Purchase Orders)

As for the Safety and Security Team’s funding, Mr. Romero reported [REDACTED]
[REDACTED]

[REDACTED] He added that Mr. Salbidrez would publicly announce the increases in his team’s funding [REDACTED]
[REDACTED]

[REDACTED] The latter involved \$15 million fund used for several departments, including building maintenance and repairs. [REDACTED]



[REDACTED]

[REDACTED]

[REDACTED] Mr. Quintana and Ms. Marie Gutierrez, [REDACTED]. Mr. Romero advised that they are the third-in-command of the Safety and Security Team and the Chief Procurement Officer, respectively. Mr. Romero reported that they are living together. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] Mr. Romero confirmed that Mr. Richard Halford was new to his role as CFO, replacing Mr. Robert Martinez, who had held the position for several years.

Transportation Department

At the end of the interview, Mr. Romero reported that his managers had complained of [REDACTED]

[REDACTED]

Documentation

During the interview, Mr. Romero provided the investigator with several documents and images, including:

- Timeline and Events Regarding the Discovery and Request for an Investigation of the Listening Devices
- Facilities Surveillance Camera – entryway – midrange
- Facilities Surveillance Camera - entryway – close-up
- Image of Mario Salbidrez and Mr. Victor Quintana placing stickers at Kearney Elementary School
- Recording notification stickers on school doors
- Recording notification stickers close-up



- Mr. Gene Romero's September 17, 2025, Human Resources complaint
- Mr. Gene Romero's September 19, 2025, email: *Preserving Video Recordings*
- Mr. Gene Romero's September 4, 2025, email: *Further Discussion*
- Mr. Gene Romero's September 4, 2025, email: *Device in Lobby*
- Mr. Gene Romero's September 9, 2025, email: *Legal Determination*
- Mr. Gene Romero's September 17, 2025, email: *Security Interim*

To review Mr. Romero's documentation and images, *see Document #4*.

Monday, October 20, 2025

Mr. Gene Romero's Email

On October 20, 2025, Mr. Gene Romero emailed RCI Investigator Christopher Cappon a copy of his email correspondence with Sergeant Allan Benitez of the New Mexico State Police on October 1, 2025. Mr. Romero provided the sergeant with his internal investigation about the audio-equipped cameras and recommended [REDACTED] To review the email, *see Document #5*.

Tuesday, October 21, 2025

Mr. Joshua Granata – Ex-Superintendent Larry Chavez's Text Message

On October 21, 2025, Mr. Joshua Granata provided RCI Investigator Christopher Cappon with a text message from ex-Superintendent Larry "Hilario" Chavez on September 17, 2025, who wrote (sic):

I told him I didn't remember giving him permission or the conversation he was saying we had, and I don't remember this being brought up in cabinet. He was looking for me to confirm his perception and I don't remember giving him any permission or being told the canwras had audio and I'm sure all of cabinet would remember it being discussed in the meeting. In summary I don't remember it being brought to cabinet or giving him permission, he stated it was brought to cabinet in November.

To review Mr. Chavez's text message, *see Document #6*.

Thursday, October 22, 2025

Mr. Richard Halford's Meeting and Email

On October 22, 2025, RCI Investigator Christopher Cappon met with Mr. Richard Halford, the new Chief Financial Officer (CFO) for SFPS. He started in the position on September 15, 2025, two days before the investigation began. Mr. Halford previously served as Deputy CFO at SFPS



before leaving six years ago to become CFO at Espanola Public Schools. After retiring from Espanola, Mr. Halford returned to SFPS as the CFO.

The investigator explained to Mr. Halford that part of the inquiry involved the approval process for cameras with audio capability. The investigator asked Mr. Halford to identify the funding source, which had been reported as originating from either the Mill Levy, HB33, or SB9. Additionally, Mr. Halford was requested to identify any failures, innocent or not, in the approval process for the purchase orders involving the cameras. [REDACTED]

[REDACTED] Due to time constraints, the investigator and Mr. Halford agreed to meet a week later, allowing him time to learn and review funding for the Safety and Security Team.

During the meeting, Mr. Halford reviewed the district's budget and noted that the Safety and Security Team received three large expenditures totaling \$635,000 in calendar year 2024. Of those, two occurred late in fiscal year 2024 and one in fiscal year 2025. Mr. Halford reported that he would further research the purchases.

Thursday, October 22, 2025

Mr. Richard Halford's Email

On October 22, 2025, Mr. Richard Halford emailed RCI Investigator Christopher Cappon regarding the budgeting for SB9. After meeting with the investigator, Mr. Halford called Mr. Robert Martinez, the former CFO, regarding the distribution of capital outlay funds for SB9. Ms. Martinez provided Mr. Halford with the following response (sic):

Hi Richard,

[REDACTED]

during my time with the district, and even your prior time, the district didn't build individual budgets for sites/departments utilizing Mill Levy funds. The Mill Levy funds were available on an as needed basis, or project specific basis. The Board of Education receives thorough presentations during the budget process from Business Services which break down the expenditures by DAC and object. The Superintendent in the past has also been instrumental in delegating the use of Mill Levy funds. As you are aware, the Mill Levy has specific requirements, and typically, the departments that fall under these requirements are Facilities & Maintenance, Technology, and Security. The Board of Education has also made Board Priorities which were funded by Mill Levy. Martin, as the fund manager, is responsible for tracking the balance of the fund and communicating it to the users of Mill Levy and the CFO who communicates with the Superintendent. If budget is not available or running low, he may deny requisitions or work with departments to tighten up their encumbrances. During the site/department budget meetings, we



also get a good idea of the upcoming needs and uses of Mill Levy which helps us build the funds budget and present it to the Board of Education. During the site/department meetings, there is representation and participation from the Superintendent, Deputy Superintendent/Associate Superintendent, HR, Business Services, and other program directors/managers. This lets us know what projects are upcoming, what services such as on-call construction are needed, how much money is needed for summer work by F&M, etc. Most of the costs in Mill Levy are recurring from the same site/department from prior years. If you need more information or further clarity feel free to reach out.

Mr. Halford included the initial email he sent to Mr. Martinez, which stated (sic):

Good Afternoon

I was asked how we track the spending of all the DACs who have access to the SB9 fund.

Below is a pivot table which shows where the 2024-25 budget is and where the expenditures are:

DAC	Budget	YTD Transactions
71000	30,122,520.73	-
71805	130,000.00	334,525.40
71835	-	7,682,201.86
71895	-	2,775,188.68
71875	-	1,394,772.15
71850	-	268,928.61
71795	-	193,034.79
71900	-	30,171.00
71020	-	20,182.51
71815	-	9,247.80
71890	-	4,307.60
71165	-	2,984.77
	30,252,520.73	12,715,545.17

The three largest users of these funds is, no surprise, Facilities, Technology and Safety & Security but all the budget is at the District Wide level.



- *Were each of these offices given a certain amount (budget) to spend?*
- *If so, it's not being tracked through Visions; how is it monitored?*

Your responses will help me gain a better understanding of this complex fund and how it's utilized within the district so thank you for taking time to respond.

To review Mr. Halford's emails, see *Document #7*.

Friday, October 23, 2025

Mr. Joshua Granata's Email

On October 23, 2025, Mr. Granata emailed RCI Investigator Christopher Cappon a complaint that involved [REDACTED] allegations against Mr. Mario Salbidrez. Ms. Ana Salas made the allegation to Dr. Neal Weaver on October 15, 2025, which included the following statement (sic):

What he left out of his complaint is he told the league owners they had to have a licensed company to do security for them. [REDACTED]

[REDACTED] *all we needed to provide security was a guard card. RLD board administrator says there are exemptions to having to have a ppo for a company which we fall under.* [REDACTED]
[REDACTED]

Ms. Salas included Regulations and Licensing information regarding Mr. Salbidrez's security licensure, along with a response from Mr. Marc Du Charme, a district employee. Ms. Salas sent a second email with additional complaints against Mr. Salbidrez, but none involved the audio-equipped cameras. To review the emails, see *Document #8*.

Wednesday, October 28, 2025

Mr. Richard Halford's Recorded Interview

On October 28, 2025, at 9:42 a.m., RCI Investigator Christopher Cappon interviewed Mr. Richard Halford at Santa Fe Public School's administrative offices. Before questioning, the investigator read the administrative instructions to Mr. Halford [REDACTED]. Mr. Halford acknowledged the investigator's recording of the interview and appeared without a representative.

The meeting was scheduled after the initial meeting with Mr. Halford on October 21, 2025 [REDACTED]
[REDACTED]

As noted in the first meeting, Mr. Halford has served as Chief Financial Officer since September 15, 2025, and reports directly to Superintendent Dr. Christine Griffith. Mr. Halford previously



served as Deputy CFO at SFPS before joining Espanola Public Schools as CFO. After retiring, he returned to SFPS as CFO on September 15, 2025. Mr. Halford replaced Mr. Robert Martinez, who had been in the role for several years. Due to Mr. Martinez's leaving last fall, Ms. Beverly Aguilar served as the acting CFO. She is now the Deputy CFO and Mr. Halford's direct subordinate. In addition to Ms. Aguilar, Mr. Halford directly supervises three executive directors: Ms. Regina Mascarenas in Operations, Ms. Melissa Blaylock in Grants, and Mr. Martin Ortega in Capital Outlay. Mr. Halford reported that all requisitions coded with "#3" are sent to Mr. Ortega for review and to create a purchase order (PO). Before disbursement, the PO is reviewed by the Chief Procurement Officer (CPO), Marie Gutierrez, or her Purchasing Assistant, Carla C De Baca.

[REDACTED] Ms. Gutierrez's location on the chain of command as CPO. Mr. Halford advised that she was subordinate to Mr. Ortega. Ms. Gutierrez does not report directly to Mr. Halford, nor does she have an equal standing with him.

As for the \$635,000 in spending by the Safety and Security Team, he noted that, in calendar year 2024, Mr. Halford advised that some of it originated from grants, and Ms. Blaylock had reviewed and approved the \$220,000.00 in FY2025. [REDACTED] grant source [REDACTED]

[REDACTED] He described them as holders of the COVID-19 pandemic. While the grants fell under Ms. Blaylock's purview, Mr. Halford added that Mr. Ortega and Ms. Gutierrez should also have reviewed them. [REDACTED] cameras were classified as IT equipment, [REDACTED]

[REDACTED] He added the amount involved, over \$60,000.00, required school board review and approval.

Wednesday, October 28, 2025

Ms. Marissa Bonifer's Recorded Interview

On October 28, 2025, at 10:20 a.m., RCI Investigator Christopher Cappon interviewed Ms. Marissa Bonifer at SFPS's administrative offices. Before questioning, the investigator read the administrative instructions to Ms. Bonifer [REDACTED]. Ms. Bonifer acknowledged the investigator's recording of the interview and appeared without a representative.

Ms. Bonifer has worked for SFPS for 25 years and currently serves as the Director of Facilities and Maintenance. She has held that role for ten years and reports to Mr. Gabe Romero, the Executive Director of Operations. With the assistance of Assistant Director Noel Cisneros, Ms. Bonifer supervises 60 employees, including Ms. Shanda Martinez. Ms. Bonifer advised that she works out of the Facilities and Maintenance Building on West Zia.

Wednesday, September 3, 2025

Ms. Bonifer reported learning about the audio-equipped cameras on September 3, 2025. She heard about it from Ms. Lucy Stannis, not Ms. Martinez, that a camera with that capability was installed



at the Facilities and Maintenance Building. Ms. Stannis told her, “Now we have audio cameras.” [REDACTED] Ms. Bonifer spoke with her about the camera. Ms. Martinez reported learning of the audio capability while talking with the installer. Ms. Martinez advised that her inquiry concerned access, not the presence of a new camera. Ms. Bonifer described it as Ms. Martinez’s responsibility to speak with anyone entering the building.

After examining the camera in question, Ms. Bonifer stated that she had notified Mr. Romero. She described Mr. Romero as [REDACTED], and he later called Mr. Mario Salbidrez to have it removed. Knowing what it looked like, Ms. Bonifer later noticed the same camera in the lobbies of other district buildings. [REDACTED]

[REDACTED] She reported that her staff were using their cell phone outside of the building. She told the investigator [REDACTED]

Ms. Kaylee Mullins

Ms. Bonifer reported that several different types of surveillance cameras are used at district facilities. Before September 2025, she was aware of only one camera with audio capabilities, located in the security office at SFHS. Her knowledge stemmed from an incident involving her daughter, Kaylee Mullins, who worked as a school security guard at the school. Ms. Bonifer reported that her daughter received a written warning after making a complaint against the security lead, “Christina.” The subsequent investigation included an audio recording from the surveillance camera in the security office [REDACTED]

Mr. Mark Kendrick

While Ms. Bonifer reported no role in installing the cameras, she advised supervising the employee responsible for maintaining them, Mr. Mark Kendrick. He is the district’s control technician, realigning the cameras and addressing minor issues. Ms. Bonifer stated that APIC Security would be called to repair or replace cameras. Ms. Bonifer stated that Mr. Kendrick never mentioned the camera’s audio capabilities. After the cameras became public, Mr. Kendrick notified Ms. Bonifer that the district had up to 86 cameras capable of recording audio. [REDACTED]

Procurement Process (Purchase Orders)

Ms. Bonifer reported having no role in the funding or purchasing of surveillance cameras. [REDACTED]



Monday, September 16, 2025

During a second recording, Ms. Bonifer stated she was at Kearney Elementary School on September 16, 2025, and observed stickers about recordings on the front door. She confirmed the pictures provided to the investigator originated from that school and identified Mr. Mario Salbidrez and Mr. Victor Quintana in the images. Ms. Bonifer had not seen the stickers at any other district building, including the Facilities and Maintenance Building.

Wednesday, October 28, 2025

Mr. Mark Kendrick's Telephone Call

On October 28, 2025, at 11:45 a.m., RCI Investigator Christopher Cappon left a voicemail with Mr. Mark Kendrick regarding his availability to participate in an administrative interview. When Mr. Kendrick returned the call, the investigator explained [REDACTED] Mr. Kendrick [REDACTED] agreed to a telephone interview with the investigator at 2:30 p.m.

Wednesday, October 28, 2025

Mr. Mark Kendrick's Recorded Interview

On October 28, 2025, at 2:47 p.m., RCI Investigator Christopher Cappon interviewed Mr. Mark Kendrick by telephone. Before questioning, the investigator read the administrative instructions to Mr. Kendrick, [REDACTED]. Mr. Kendrick acknowledged the investigator's recording of the interview and appeared without a representative.

Mr. Kendrick has worked for SFPS for eleven years as the Special Systems Control Technician and identified his supervisor as Ms. Marissa Bonifer. Mr. Kendrick stated that his responsibilities include the district's cameras, access control, fire alarms, handicap operators, and security systems. As for the cameras, Mr. Kendrick noted that his work involves re-aiming them or addressing them if they go offline. Before working with SFPS, Mr. Kendrick reported serving in a similar capacity at Chandler Schools in Arizona for six and a half years.

The investigator asked Mr. Kendrick about any knowledge of audio capabilities involving the surveillance cameras. He responded, "Yes, I was aware that some have audio." Initially, the audio-equipped cameras were installed in the security offices at Santa Fe and Capital High Schools about three or four years ago. He advised that cameras were added to "main reception areas" about 18 to 24 months ago. Mr. Kendrick reported that Mr. Mark Lewandowski told him [REDACTED] Mr. Kendrick advised that he has no directives to keep the audio-equipped cameras confidential. [REDACTED]



Mr. Kendrick reported that one audio-equipped camera was placed outside of Carlos Gilbert Elementary School, [REDACTED]. It was the only one outside a building. [REDACTED]

Mr. Kendrick stated that IT Connect had installed most of the audio-capable cameras. He added that APIC Security and Next Level had a smaller role in installations. Mr. Kendrick reported having no role in the installation and typically learns about it through scissor lift requests. He described Mr. Lewandowski as very specific about camera locations.

Regarding the purchase of the cameras, Mr. Kendrick stated that Mr. Lewandowski had recently begun buying them in bulk from Wesco [REDACTED]. Previously, he had been purchasing them directly from the contractor handling the installation. The purchases were made in groups of five, six, or ten at a time.

Inactive Cameras (11)

While confirming that the district had 72 audio-capable cameras, Mr. Kendrick stated that 11 were inactive because their audio feeds were not configured. Mr. Kendrick offered to send a list of inactive devices. He added that two cameras at the District Offices and Nina Otero Elementary School had microphones added after initial installation. Mr. Kendrick was unsure whether the older district cameras had audio capabilities or if they could be configured to use them.

Regarding the Safety and Security Team's office, Mr. Kendrick reported having no role in its setup or design. His role is limited to adding servers and software as needed. Mr. Kendrick stated that the center retains data for 30 days. Mr. Kendrick said that Mr. Salbidrez and Mr. Lewandowski could view the cameras from home, but they would have to be connected to the district's network.

After the investigation began, Mr. Kendrick stated that Dr. Neal Weaver directed that the audio function on all audio-equipped cameras be turned off. The process involved two steps: the first in the security office, and the second required contractors to turn off the internal audio programming.

[REDACTED] Dr. Weaver retained the audio recordings, and Mr. Kendrick reported that some cameras contained up to 3.5 TB of data.

The investigator inquired about camera saturation, specifically whether it was oversaturated, normal, or underexposed. Mr. Kendrick reported all of the above. He advised that SFHS has 500 cameras, but still has areas of limited coverage. He reported similar issues in the older elementary schools.

License Plate Readers

Mr. Kendrick confirmed that the Safety and Security Team had purchased license plate readers but had not activated them. The devices were placed at both high schools, with another located near the General Services and ECO (Early College Opportunities) Buildings. Mr. Kendrick reported



that the plan was to install them at all school entrances eventually. Mr. Kendrick does not have access to their server, [REDACTED]

[REDACTED]. He advised that the LPRs have an AI function to assist with searching for vehicles and plates.

Procurement Process (Purchase Orders)

The investigator notified Mr. Kendrick of the Safety and Security Team's expenditure increases, specifically \$630,000.00 in calendar year 2024. [REDACTED] He advised that APIC and Next Level assumed responsibility for monitoring the security system and installing cameras at Santa Fe High School's press box, concession area, and east parking lot. They were also responsible for preventive maintenance (PMs) on the camera and for installing "cellular dialers" in security boxes. [REDACTED]

As for funding, Mr. Kendrick stated that Mr. Lewandowski directed Ms. Libby Lokey and "Maggie" to open "large blanket POs." A smaller project involving cameras would draw funds from the blanket PO.

Mr. Kendrick reported no threats or intimidation involving audio-equipped cameras. He told the investigator, "It never occurred; it was never a problem." He learned of the issue after speaking with Mr. Romero, who advised that New Mexico was a two-party state. Mr. Kendrick reported that, when Mr. Romero was Director of Security, a contractor offered to install audio-enabled cameras, but Mr. Romero declined.

Documentation

After the interview, Mr. Kendrick emailed the investigator with a list of cameras whose audio capabilities had not been configured; see below (sic):

- *Acequia Madre office .25*
- *Amy Biehl .79*
- *BF Young 26*
- *CHS elevator lobby 144*
- *ECO office 50.98*
- *Nava office .29*
- *Ramirez .71 and .72 (no recording w/ audio)*
- *Transportation .50 & .54 (new transpo bldg)*
- *Wood Gormley .29*

To review Mr. Kendrick's email, *see Document #9*.



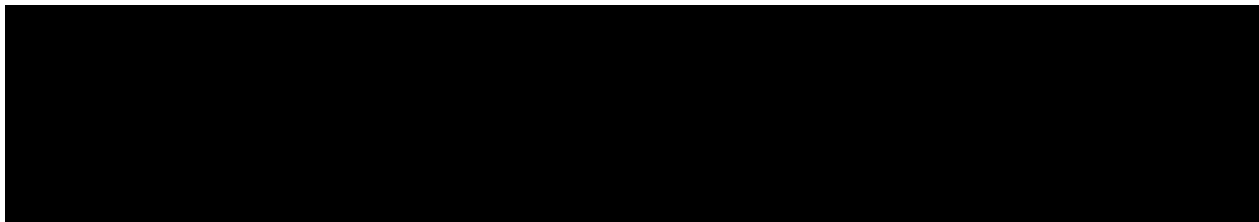
Tuesday, October 28, 2025

Mr. Neal Weaver Telephone Conversation

On October 28, 2025, at 4:59 p.m., Mr. Neal Weaver telephoned RCI Investigator Christopher Cappon to discuss the investigation. Dr. Weaver is the Deputy Superintendent of Technology and now oversees the Safety and Security Team. He advised the interim-Safety and Security Team Director, Mr. Robert Holguin, who asked him to call [REDACTED]. Earlier that day, the investigator requested Mr. Joshua Granata to have Mr. Holguin call him about the camera system.

Dr. Weaver informed the investigator that the district had located 72 cameras with audio capabilities. [REDACTED]

Dr. Weaver notified the investigator that an audio-equipped surveillance camera had been discovered inside a classroom. The camera was found to have an active internet cable attached [REDACTED]. Dr. Weaver advised that the cameras were not listed in any Safety and Security Team files. He reported that he would photograph the device and provide it to the investigator.



Documentation

After the conversation, Dr. Weaver forwarded the two images of the unknown surveillance camera in the class. One picture showed it was connected to an Ethernet cable. To review the photographs, see Document #10.

Wednesday, October 29, 2025

Mr. Richard Halford's Email

On October 29, 2025, Mr. Richard Halford emailed RCI Investigator Christopher Cappon a breakdown of Safety and Security Team expenditures during the past three fiscal years. During that time, Safety and Security has spent \$7,140,901.56, and provided information about grant expenditure; see below (sic):

Non-Grants:

- FY 2023: \$1,661,418
- FY 2024: \$2,790,174



- FY 2025: \$2,689,309
- **Total: \$7,140,902**

Grants:

- FY 2023: \$0
- FY 2024: \$409,500
- FY 2025: \$220,500
- **Total: \$630,000**

To review Mr. Halford's correspondence, *see Document #11*.

Monday, November 3, 2025**Ms. Marie Gutierrez's Recorded Interview**

On November 3, 2025, at 9:19 a.m., RCI Investigator Christopher Cappon interviewed Ms. Marie Gutierrez at Santa Fe Public School's administrative offices. Before questioning, the investigator read the administrative instructions to Ms. Gutierrez, [REDACTED]. Ms. Gutierrez acknowledged the investigator's recording of the interview and appeared without a representative.

Ms. Gutierrez has worked for SFPS for seven years and has served as the Chief Procurement Officer (CPO) for the past five years. She identified her supervisor as Mr. Martin Ortega, not CFO Richard Halford. Ms. Gutierrez supervises Ms. Carla C DeBaca, a Purchasing Assistant. Before joining SFPS, Ms. Gutierrez worked for the New Mexico Department of Corrections (NMDOC) for six years, first in inmate accounts and later in accounts payable.

Audio-Equipped Surveillance Cameras

Ms. Gutierrez reported being unaware that the district had installed audio-equipped surveillance cameras. She recently learned about their installation via an email from Superintendent Christine Griffith. [REDACTED]

Procurement Process (Purchasing Orders)

Ms. Gutierrez confirmed that she reviews Safety and Security Team purchase order requests. As part of her review, Ms. Gutierrez confirms that there is sufficient budget for the purchase. If so, she forwards the contract to the CFO for his signature. The CFO submits it to the school board if the amount exceeds \$60,000.00. If approved by the board, the Safety and Security Team enters a requisition request. Ms. Gutierrez reviews the purchase order for accuracy and, if it is in order, approves it.



Ms. Gutierrez reported no knowledge of any skipped approval steps in the procurement process and stated, “I am responsible for routing.” She reported becoming recently aware of the IT and Legal Departments’ concerns regarding not receiving contracts. She advised that it was not common practice to send every contract to Mr. Joshua Granata [REDACTED], and that he received only “major” contracts or those with changes in terms or conditions. Regarding the IT Department,

[REDACTED]
[REDACTED] she now sends all contracts to both departments. [REDACTED]
[REDACTED]

[REDACTED]

The investigator asked Ms. Gutierrez about the purpose of blanket POs, and she responded that they are intended for maintenance and repair. They should not be used to purchase or install new equipment. If the Safety and Security Team wants to buy new equipment, a new purchase order request should be submitted for review, including a review of price agreements. She advised that a hypothetical purchase of five surveillance cameras should not be included in the blanket PO.

Ms. Gutierrez reported that the Safety and Security Team’s funding originated from multiple sources, including the state legislature, grants, HB33, and SB9. Ms. Gutierrez confirmed that an end-of-year fiscal closeout occurs, [REDACTED]

[REDACTED] Ms. Gutierrez advised that the former CFO, Mr. Robert Martinez, previously handled capital outlay and used “one [REDACTED] pot” of funding that included SB9, HB33, and Go Bonds from which he allocated funds to the Safety and Security Team.

Monday, November 3, 2025

Mr. Victor Quintana’s Recorded Interview

On November 3, 2025, at 10:19 a.m., RCI Investigator Christopher Cappon interviewed Mr. Victor Quintana at Santa Fe Public School’s administrative offices. Before questioning, the investigator read the administrative instructions to Mr. Quintana, [REDACTED]. Mr. Quintana acknowledged the investigator’s recording of the interview and appeared without a representative.

Mr. Quintana has worked for SFPS for four years and serves as an Emergency Manager in the Safety and Security Department. He has been in the role for 18 months and is responsible for ensuring district safety drills comply with federal and state laws. Before his promotion, Mr. Quintana was the security lead at Milagro Middle School and later at Santa Fe High School (SFHS). Mr. Quintana also oversees 25 security aides assigned to middle and high schools, with assistance from a Safety Site Supervisor, Mr. Donald “Craig” Ernst, who began in February 2025.



Mr. Quintana reported that a private contractor, MJM Security, provides after-hours security for the school district. Mr. Quintana identified his supervisors as Mr. Mario Salbidrez and Mr. Mark Lewandowski.

Audio-Equipped Surveillance Cameras

The investigator asked Mr. Quintana when he first learned about the district's use of audio-equipped surveillance cameras. He was notified about the capability on his first day of employment in November 2023. He was hired as the Lead Security Aid at Milagro Middle School and was told about the audio-equipped camera. [REDACTED]

[REDACTED] Mr. Quintana observed similar cameras during his on-the-job training at Santa Fe and Capital High Schools. [REDACTED]

Mr. Quintana reported that Mr. Lewandowski initiated a project to increase the number of audio-equipped cameras across the district. [REDACTED]

[REDACTED] In March 2023, Mr. Quintana reported that the district transferred him to Santa Fe High School and requested additional cameras to address blind spots known to students. [REDACTED] He did not have administrator rights to review cameras until he was promoted to Emergency Manager in early 2024.

The investigator asked Mr. Quintana about cameras outside of areas where parents would be expected. He responded, "As far as I know, there wasn't any that had audio anywhere besides the front office." Despite his role, Mr. Quintana advised that he did not know how many cameras had audio capabilities. Still, he added, "I know a lot of cameras are capable due to the models we are using." Later in the interview, Mr. Quintana reported an issue about the camera location at Wood Gromley Elementary School. [REDACTED]

[REDACTED] it was subsequently moved. [REDACTED]

As for the rising camera costs, [REDACTED]

[REDACTED] He stated that the Access cameras had a 3-year warranty, while the new Panasonic I-PRO cameras had a 7-year warranty. [REDACTED]

[REDACTED] Additionally, Panasonic would send a new camera overnight if one failed, whereas [REDACTED] delays occurred while waiting for replacement cameras from Access. [REDACTED]

[REDACTED] Another cost consideration was whether the installation involved a 5- or 20-megapixel camera. [REDACTED]



Mr. Quintana reported that another factor affecting the Safety and Security Team's budget was the need to replace older cameras. [REDACTED]

[REDACTED] In addition to upgrading, he reported addressing blind spots based on reports from principals and secretaries. In addition to working with staff, Mr. Quintana stated that contractors from IT Connect, Intraworks, or Next Level will identify additional blind spots.

License Plate Readers

Mr. Quintana confirmed the purchase of license plate readers and described it as a new project for the high schools. [REDACTED]

[REDACTED] Mr. Quintana stated that the information was not shared with law enforcement [REDACTED]. Mr. Quintana confirmed a reader was placed in front of the Facilities and Maintenance Building [REDACTED]

[REDACTED]

[REDACTED]

Mr. Quintana stated that the license plate reader program had not been fully launched, and the reader at SFHS was the only one available to the VI monitor in the Safety and Security Team.

Procurement Process (Purchase Orders)

Mr. Quintana reported not being involved with funding, requisitions, or purchase orders for the cameras or readers, stating it was the responsibility of Ms. Libby Lokey.

Stickers

Mr. Quintana reported that Mr. Salbidrez requested his assistance in placing stickers about audio and visual recording at several school sites. Mr. Salbidrez did not provide him with an explanation of why it was needed. [REDACTED] Mr. Quintana identified the schools that received the stickers as Kearney, Nye, and El Camino Elementary Schools. They were also placed at the District Office. Mr. Quintana reported that Mr. Salbidrez made no mention of audio recordings being a problem.

Human Resources Investigations

[REDACTED]

[REDACTED]

[REDACTED] Mr. Quintana stated that Mr. Salbidrez and Mr. Lewandowski had mentioned that New Mexico was a one-party state. As a result, Mr. Quintana said he would secretly record interviews with district employees and send the recordings to Human Resources.

***Mr. Gabe Romero***

[REDACTED]
[REDACTED] Mr. Quintana stated that Mr. Romero was the previous Safety and Security Director [REDACTED]
[REDACTED] Superintendent Veronica Garcia reassigned him to Operations and hired Mr. Salbidrez.

Mr. Quintana reported that no cameras were present in the classrooms. He advised that the only exception was in the theater at SFHS. The theater teacher put up his own cameras [REDACTED]
[REDACTED] the Safety and Security Team installed their own devices. The investigator notified Mr. Quintana of an unlisted camera found in a classroom, connected to an Ethernet cable. [REDACTED]
[REDACTED]

Mr. Quintana stated that all cameras are backed up on the Safety and Security Team's VMS. In addition to team members, Mr. Mark Kendrick can access them. Mr. Quintana stated that cameras can be viewed outside the Safety and Security Team's office if the computer or phone has access to the district's Wi-Fi. Mr. Quintana added that home access can be obtained by using the district's VPN.

Documentation

During the interview, Mr. Quintana reported that the district had approximately 6,000 surveillance cameras. Later, he emailed the investigator to advise that the actual number was 3,624 devices. To review his email, *see Document #13*.

Monday, November 3, 2025***Ms. Libby Lokey's Recorded Interview***

On November 3, 2025, at 12:16 p.m., RCI Investigator Christopher Cappon interviewed Ms. Libby Lokey at Santa Fe Public School's administrative offices. Before questioning, the investigator read the administrative instructions to Ms. Lokey [REDACTED]. Ms. Lokey acknowledged the investigator's recording of the interview and appeared without a representative.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
After the administrative instructions, Ms. Lokey advised that Mr. Granata [REDACTED]
[REDACTED] She reported that he received multiple audio clips during



previous investigations. [REDACTED] Ms. Lokey complained about him to Human Resources and Superintendent Christine Griffin.

Following her statement, Ms. Lokey reported that she has served as the Safety and Security Coordinator for the Safety and Security Team over the past year. Ms. Lokey described her duties as reviewing tips, “hear something/say something,” Sandy Hook, door access control, keys, supplies, requisitions, and purchase orders. She identified her supervisors as Mr. Mario Salbidrez and Mr. Mark Lewandowski.

Audio-Equipped Surveillance Cameras

Ms. Lokey reported being aware of surveillance cameras having audio capabilities since her hiring. [REDACTED] she stated that they were in school lobbies [REDACTED]

[REDACTED] Regarding access, Ms. Lokey confirmed that audio recordings are available in the Safety and Security Team’s office with a mouse click. [REDACTED]

Ms. Lokey reported being unaware of audio-equipped cameras outside of areas frequented by parents. She told the investigator, “To my knowledge, they were just in the lobbies.” She learned from an Intraworks employee, named Jaime, that all the newly installed cameras have audio capabilities. She was unaware that any cameras had been installed in classrooms. When notified that one had been found, [REDACTED]

[REDACTED] Ms. Lokey stated the situation had occurred in the past with repurposed rooms.

The investigator asked about the placement of the camera with audio at the Facilities and Maintenance Building. Ms. Lokey stated that a purchase order had been submitted for an audio-equipped camera at every school district building. [REDACTED]

Mr. Gabe Romero

***License Plate Readers***

Ms. Lokey knew about the new license plate readers due to writing the original contract for their purchase. She advised that the total for the three readers was \$70,000.00 and was approved by the school board. The plan was to install readers at both high schools [REDACTED]. The license plate data would stream into the Safety and Security Team's office. While the data would not be shared, a plan was to compare it against a sexual predator database.

Procurement Process (Purchase Orders)

Ms. Lokey confirmed that she is responsible for requesting purchase orders for the Safety and Security Team. She stated that the process starts with receiving project quotes from vendors, such as IT Connect, Next Level, Intraworks, or APIC Security. She and Mr. Lewandowski review the quotes for the best price. Ms. Lokey reported that Mr. Matt Gordon of APIC is frequently the most expensive, but the company is better equipped to complete larger projects, including a recent \$300,000.00 project at SFHS. She advised that Mr. Randy Allen with Next Level usually had the best pricing, followed by Next Level and Intraworks. Ms. Lokey noted that scheduling can also be a factor in vendor selection.

After selecting the vendor, the quote is sent to Mr. Martin Ortega to determine the correct funding sources for the project. Ms. Lokey confirmed that all requests exceeding \$60,000 require school board review. After initial approval, Ms. Lokey signs the contracts, obtains the vendor's signature, and returns them to Mr. Ortega. Ms. Lokey stated that the documentation includes the price quotes, scope of work, and state pricing agreement. It also reviewed the Accounting Department and Ms. Marie Gutierrez, who is the CPO. Ms. Gutierrez obtains the necessary sign-offs before scheduling for the next school board meeting.

If the project is under \$60,000.00, Ms. Lokey will send a requisition request with attached quotes to Mr. Ortega. After he signs off, either Mr. Richard Holguin or Ms. Beverly Aguilar will review it. [REDACTED] at times, Ms. Regina Mascarenas would sign off. If approved by the above staff, Ms. Lokey stated that a purchase order would be created and sent to the selected vendor for invoicing. Ms. Lokey added that Accounts Payable is responsible for payments, not Safety and Security Team personnel. She noted that both processes involve multiple reviews by different employees before a purchase order is created.

Blanket Purchase Orders

Ms. Lokey confirmed creating blanket POs for "specific jobs we already know." She offered examples for the previously mentioned "Aspen redo" with IT Connect. The company completes AI phones, door access controls, and other small jobs that "make the system work." She described it as "maintenance and repair" [REDACTED]. She added that the blanket POs will also cover the installation and purchase of equipment. Ms.



Lokey advised that the approval process requires the school board because blanket POs typically exceed \$60,000.00. [REDACTED]

Regarding the Safety and Security Team's increased expenditures, Ms. Lokey reported that her role did not involve financial oversight of the team's budget. [REDACTED]

[REDACTED] She was aware of the purchase of cameras with seven-year warranties [REDACTED]. Regarding the Mandela School bid, Ms. Lokey inquired about the age of the original proposal and whether the building plans had changed [REDACTED]. [REDACTED]

[REDACTED] reported receiving a "knock-off Yeti" from one vendor. While advising that Safety and Security Team members do not install any cameras, Ms. Lokey added that she checks if cameras are installed correctly before approving the invoice.

Stickers

[REDACTED]

Investigation

[REDACTED]

[REDACTED] Ms. Lokey recommended that Ms. Vanessa Romero take over the office. Instead, Dr. Neal Weaver started managing the office with the assistance of Mr. Richard Holguin. Ms. Lokey criticized the selection of Mr. Holguin [REDACTED]

[REDACTED]. When asked for specifics, Ms. Lokey stated that they had worked with the New Mexico State Police and learned that Mr. Romero had recommended him. [REDACTED] Mr. Holguin [REDACTED]

[REDACTED] was unable to text or create Google Calendar invites. [REDACTED]

[REDACTED]

Mr. Joshua Granata

[REDACTED]

[REDACTED] She focused on Mr. Granata's involvement in the inquiry, beginning with his attendance at the meeting at which Superintendent Griffin announced the temporary removal of Mr. Salbidrez and Mr. Lewandowski. During the meeting, Mr. Granata stated that he was unaware that the cameras had audio capabilities, [REDACTED]

[REDACTED]

Another concern was Mr. Granata's attendance at a meeting with Dr. Neal Weaver and the Safety and Security Team the following day, September 18, 2025. Ms. Lokey exited the meeting to speak with Ms. Abriel Gonzales in Human Resources and Superintendent Griffin about Mr. Granata



[REDACTED] Ms. Gonzales asked her to provide bullet points to support her allegations.

The investigator asked Ms. Lokey for examples [REDACTED]. She advised of three occurrences, the last of which was approximately six months ago. Ms. Lokey described Mr. Granata's several-week vacation after the start of the investigation [REDACTED]

Following her complaints, Ms. Lokey received a notification from Human Resources stating that Mr. Granata was not to contact her. Ms. Lokey reported that the Human Resources Director, Ms. Jannette Fonseca, directed her to discuss her concerns with the external investigator. Ms. Lokey criticized Human Resources [REDACTED]

Documentation

After the interview, Ms. Lokey emailed the investigator her complaint to Human Resources regarding Mr. Granata. To review her emails, *see Document #14*.

Monday, November 3, 2025

Ms. Elena Gallegos Telephone Conversation

After the interview with Ms. Libby Lokey, RCI Investigator Christopher Cappon left a voicemail for Ms. Elena Gallegos to notify her that Ms. Libby Lokey had filed a Human Resources complaint against Mr. Joshua Granata. The investigator also emailed Ms. Lokey's complaint to Ms. Gallegos for review.

Later, Ms. Gallegos called the investigator and advised that Ms. Lokey's Human Resources complaint would not be a part of the investigation involving the audio cameras. However, Ms. Gallegos stated that Mr. Granata's past knowledge of audio records was within the scope of the review.

Monday, November 3, 2025

Mr. Joshua Granata Telephone Conversation

On Monday, November 3, 2025, Mr. Joshua Granata telephoned the investigator about the earlier interviews. The investigator notified him that Ms. Libby Lokey had filed a complaint with Human Resources against him and that Ms. Elena Gallegos had been notified.

The following day, RCI Investigator Christopher Cappon telephoned Mr. Granata to schedule interviews with Mr. Mario Salbidrez and Mr. Mark Lewandowski. Mr. Granata advised the investigator that he filed a counter-complaint against Ms. Lokey.



Wednesday, November 5, 2025

Dr. Neal Weaver's Email

On November 5, 2025, Mr. Joshua Granata forwarded an email to RCI Investigator Christopher Cappon from Dr. Neal Weaver. In his correspondence, Dr. Weaver [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]. To review Dr. Weaver's email, *see Document #15*.

The investigator telephoned Dr. Weaver about his email. Regarding Mr. Quintana's issue, Dr. Weaver stated he would address it after speaking with Human Resources.

Dr. Weaver advised that he had started seeking a new vendor to review the district's surveillance cameras. While speaking with a vendor, the vendor stated that Mr. Mark Lewandowski had recently contacted them. [REDACTED]
[REDACTED]

Regarding the classroom camera, Dr. Weaver reported that it had previously been used as a computer lab. It was converted into a classroom a couple of years ago. [REDACTED]
[REDACTED]
[REDACTED]

Wednesday, November 5, 2025

Mr. Martin Ortega's Telephone Call

On November 5, 2025, RCI Investigator Christopher Cappon called Mr. Martin Ortega to inquire about his availability to participate in an administrative interview. Initially, the investigator explained to Mr. Ortega that he did not have to submit to an interview [REDACTED]
[REDACTED]

[REDACTED] He agreed to a telephone interview on November 7, 2025, at 1:00 p.m.

Thursday, November 6, 2025

Ms. Elena Gallegos – Expansion of Scope

On November 6, 2025, RCI Investigator Christopher Cappon contacted Mr. Joshua Granata to schedule an interview with an employee. Mr. Granata reported that Superintendent Christine Griffin had removed him as the point of contact for the investigation.

The investigator later spoke with Ms. Elena Gallegos, who confirmed that she was now the point of contact for the remainder of the investigation. Mr. Granata would be considered a respondent in the camera investigation based on Ms. Libbey Lokey's report [REDACTED].



Ms. Gallegos directed the investigator to interview Mr. Granata and Ms. Lokey about their allegations against each other.

Friday, November 7, 2025

Mr. Martin Ortega's Recorded Interview

On November 7, 2025, at 1:09 p.m., RCI Investigator Christopher Cappon interviewed Mr. Martin Ortega by telephone. [REDACTED] Before questioning, the investigator read the administrative instructions to Mr. Ortega, [REDACTED]. Mr. Ortega acknowledged the investigator's recording of the interview and appeared without a representative.

Mr. Ortega has worked for SFPS for two years as the Director of Capital Outlay and Special Activity Funds. He advised that Mr. Robert Martinez the previous CFO, had hired him. After Mr. Martinez left the district, Ms. Beverly Aguilar served as the interim CFO and became his supervisor. The district recently hired Mr. Richard Halford as CFO. Mr. Ortega confirmed supervising Ms. Marie Gutierrez, the Chief Procurement Officer (CPO).

In addition to his employment with SFPS, Mr. Ortega reported that he worked for the State of New Mexico for 27 years before retiring in 2016. While he served with several state agencies, his work focused on finance and accounting. During his retirement, Mr. Ortega also held financial roles in the private sector and at Los Alamos National Laboratory.

Audio-Equipped Surveillance Cameras

Mr. Ortega reported having no knowledge of audio-equipped surveillance cameras in use by the district. He did not recall reviewing any purchase orders that included language indicating the cameras had that capability. Mr. Ortega advised that the purchase orders were technical, and his role focused on budget sustainability rather than in-depth reviews of the requested items or services. He told the investigator, "I was told never to question what was on the invoice."

Procurement Process (Purchase Orders)

Mr. Ortega provided the investigator with the process of issuing a purchase order to the Safety and Security Team. The process began when Mr. Mario Salbidrez initiated a project and provided vendors with a scope of work. The vendors would provide quotes, and Mr. Salbidrez would select a company. Mr. Salbidrez's staff would create a requisition, attach the required documentation, and forward it electronically to Mr. Ortega. Mr. Ortega stated that the requisitions mostly originated with Ms. Lokey.

Upon receipt, Mr. Ortega would review the paperwork to ensure consistency and accuracy and select the funding source. He stated that the source was usually HB33 (#1600) or SB9 (#31713) and that his focus was on ensuring fund sustainability. The third step is to identify and use the



proper accounting string to charge the requisition. After Mr. Ortega approved the requisition, he forwarded it, along with the attached documentation, to Ms. Gutierrez for review. If she agreed, Ms. Gutierrez would create a purchase order, which would be sent to the vendor through Mr. Salbidrez. The vendor will issue an invoice, which will be sent to Accounts Payable.

[REDACTED]

[REDACTED] He stated that Safety and Security, along with Facilities and Music, are among the three departments using the same fund (#316), and all three have increased their spending. When asked if Safety and Security had experienced a larger increase, Mr. Ortega advised, "I have observed that. I will be honest with you. I have never been given instructions or marching orders to dial down and ask, "Why are you purchasing this item?"

[REDACTED]

[REDACTED]

[REDACTED]

Tuesday, November 11, 2025

Mr. Martin Ortega's Telephone Conversation

On November 11, 2025, RCI Christopher Cappon telephoned Mr. Martin Ortega to follow up on his interview. [REDACTED]

[REDACTED]

Mr. Ortega also confirmed that Chief Procurement Officer (CPO) Marie Gutierrez was his subordinate [REDACTED]. [REDACTED]



[REDACTED]

The investigator requested additional details regarding the \$10,000.00 in electronic chairs mentioned by Mr. Ortega in his initial interview. He had stated that the Safety and Security Team requested them for football games. Mr. Ortega informed the investigator that the example was fictitious [REDACTED]

[REDACTED]

Thursday, November 13, 2025

Mr. Neal Weaver's Email

On November 13, 2025, Dr. Neal Weaver emailed the investigator an updated spreadsheet to distinguish between audio-equipped cameras in public and non-public (inside) areas. The breakdown was as follows:

- Public Areas: 40
- Non-public (inside) Areas: 32
 - Security Camera (considered non-public/inside): 3

To review Dr. Weaver's updated spreadsheet, *see Document #17*.

Note: Mr. Victor Quintana reported that the district employed 3,624 surveillance cameras. As a result, the in-use audio-equipped cameras in non-public areas (32) account for 0.88% of the total number of cameras.

Friday, November 14, 2025

Mr. Mark Lewandowski's Recorded Interview

On November 7, 2025, at 9:49 a.m., RCI Investigator Christopher Cappon interviewed Mr. Mark Lewandowski at SFPS's administrative offices. Before questioning, the investigator read the administrative instructions to Mr. Lewandowski. He [REDACTED] acknowledged the investigator's recording of the interview. Mr. Doug Perrin provided legal representation for Mr. Lewandowski. After the administrative instructions, Mr. Lewandowski read the Garitty Statement into the record.

Mr. Lewandowski reported being hired by SFPS as the Emergency Manager for the Safety and Security Team on August 6, 2018. Since his hiring, he has received "major promotions" to Deputy Director and Director of the team, but his duties have remained unchanged. Currently, Mr.



Lewandowski supervises three employees: Mr. Victor Quintana, Ms. Libby Lokey, and Mr. Craig Earnst. The district also has 23 safety aides who work during school hours and contracts MJM Security for after-hours patrols.

In addition to SFPS, Mr. Lewandowski served in the United States Marine Corps for eight years. Afterward, he began his law enforcement career as a deputy sheriff in Milwaukee County, Wisconsin, before joining the New Mexico State Police. Mr. Lewandowski lateraled to the Santa Fe Police Department and eventually retired as a captain. He joined SFPS eight days after retiring from the police department.

Mr. Lewandowski provided a long list of his job responsibilities, starting with managing the district's surveillance cameras, including installing and maintaining the devices and the associated video management system (VMS). Additionally, he is responsible for the district's alarm and intrusion systems for 28 schools and six administrative buildings. Drawing on his law enforcement experience, Mr. Lewandowski conducts investigations into DRE (drug recognition enforcement) and DWI (driving while intoxicated) concerns among staff. He also has a role in Human Resources investigations and internal theft cases. The other responsibilities include IPRA, fights, sexual assaults, and vape incidents at schools. He oversees the Raptor App (emergency drill) system. As discussed later, he also has a [REDACTED] role in purchasing for the Safety and Security Team.

Audio-Equipped Surveillance Cameras – Security Offices

During his interview, Mr. Lewandowski stated that the audio-equipped surveillance cameras were deployed as part of two projects. Mr. Lewandowski advised that, at the time of his hiring, the district had one audio-equipped camera at Amy Biehl Elementary School and used such devices on school buses. Mr. Lewandowski told the investigator that he and Mr. Salbidrez asked permission for their projects [REDACTED] [REDACTED]
[REDACTED]

The first camera project involved placing the devices in the security offices at Santa Fe High School, Capital High School, and Milagro Middle School.

[REDACTED]
[REDACTED]
[REDACTED] Mr. Lewandowski advised that the district contracted with private firms, either Allied Security or Securitas, for security during school hours. Mr. Lewandowski reported ongoing issues with the officers, including congregating in the office, poor attendance, inconsistent assignment of personnel, and limited effort to engage with students. [REDACTED] Dr. Garcia requested that he and Mr. Salbidrez address the problem.

Mr. Lewandowski stated that the first action was to phase out private security officers and replace them with school district safety aides, which was completed by 2024. The other response was to place audio-equipped cameras in the security offices in the two high schools and Milagro Middle



School. Mr. Lewandowski stated that the private security supervisors were aware of the cameras and had been trained to operate them. [REDACTED]

Front Office Project

Mr. Lewandowski advised that the second project involving audio-equipped cameras was part of the "Front Office Project." He reported it was the idea of the then-superintendent, Mr. Larry Chavez. [REDACTED]

Mr. Lewandowski stated that the staff, principals, secretaries, and the dean of students [REDACTED] They also assisted with device placement and were trained on how to use them. [REDACTED]

The investigator asked Mr. Lewandowski for the number of audio-equipped cameras installed at district buildings. He responded that the district had 1,000 cameras with that capability, adding that every camera purchased by the Safety and Security Team during the past two to three years could record audio. Mr. Lewandowski explained that [REDACTED] 75% of all current surveillance cameras on the market now have audio capability, which is considered the industry standard. While present on the cameras, Mr. Lewandowski stated that the audio capability is not automatically turned on and said, "Just because it is installed, it does not necessarily record audio."

The investigator asked Mr. Lewandowski about the 61 cameras found recording audio. He questioned the number [REDACTED]. When notified that 61 were found recording, Mr. Lewandowski asked who was turning on the cameras and stated that neither he nor Mr. Salbidrez had the ability. [REDACTED] Mr. Lewandowski advised that he did not review the VMS cameras for audio capability and stated, "I don't go through all 4,000 cameras for audio capability." He told the investigator, "I didn't do the research. We never turned them on."

Regarding staff knowledgeable about the audio-equipped cameras, Mr. Lewandowski identified Mr. Mark Kendrick, Mr. Gabe Romero, Mr. Matthew Baird, and the Transportation Department supervisors. Additionally, the Legal and Human Resources Departments received and used the audio recordings for their "long-term hearings." Mr. Lewandowski reported sending multiple audio clips to Ms. Amanda Grumler, including an incident where a bus driver "brake checked" a child, resulting in his termination.

As for incidents not involving buses, Mr. Lewandowski reported that a parent at Nina Otero Elementary School received a criminal trespass order. The audio evidence was used in the decision, which was forwarded to Mr. Joshua Granata. Another audio clip was provided involving an incident with Mr. Adan Velarde, a Lead Safety Aide. Due to the request for Mr. Velarde's



termination, Mr. Lewandowski sent the audio to Mr. Granata and Ms. Jannette Fonseca for review. Mr. Lewandowski reported that several additional audio clips had been sent via Google Drive or email.

As further evidence of administration knowledge, Mr. Lewandowski stated that multiple district administrators had approved the purchase order for the audio-equipped surveillance cameras. He said that Superintendent Griffin recently approved the purchase of audio-equipped cameras and license plate readers. [REDACTED] In addition, the school board was aware of this through the review of contracts exceeding \$60,000.00.

[REDACTED] He pointed out devices in the school board meeting room and advised that they have been in school gyms for several years. He added that the cameras had been mentioned during school board meetings, which are recorded on YouTube. He told the investigator about the cameras, AI use, and LPS, [REDACTED] Mr. Lewandowski cited four district policies that supported the use of the audio-equipped camera: 515, 516, 518, and 522, and, to a lesser degree, 546. When asked, Mr. Lewandowski stated that the above policies made no mention of audio recordings, [REDACTED] the district for failing to provide policy training or ongoing legal updates.

In addition to Safety and Security Team members placing cameras, Mr. Lewandowski advised that supervisors would request cameras [REDACTED]. He provided an example of a camera in a stairwell [REDACTED]. In another example, Mr. Buttram, a supervisor in the Transportation Department, requested multiple audio-enabled cameras [REDACTED].

[REDACTED] He reported that they created a modern, scalable system that included gunshot detection, AI-enabled phones, threat review, and halos. They also tested a surveillance robot with cameras, audio, and public-address capabilities. [REDACTED]

[REDACTED] He reported receiving no communication about an issue with the audio cameras, and the SOPs did not prohibit them. Again, [REDACTED] the lack of legal updates or training and told the investigator, "[I have been] doing my job the same." [REDACTED]

[REDACTED] Mr. Lewandowski received compliments during a Board of Education Meeting on November 14, 2024, and later additional praise from Ms. Kate Noble and Ms. Sasha Anderson. Mr. Lewandowski advised that the latter described their security measures as a model for the state.

***Mr. Gabe Romero***

Mr. Lewandowski believed Mr. Romero's complaint [REDACTED]

[REDACTED] Several years ago, Dr. Garcia requested an investigation due to department employees purchasing auctioned buses. During their inquiry, Mr. Lewandowski found employees upgrading old buses with district-supplied parts before auction, including new tires, and then buying them at a discounted price. After purchasing them, the employees sold them at a profit. Mr. Lewandowski advised that the police had been contacted and that charges were filed.

In another incident, an employee was recently caught unplugging cameras to steal a tire changer from the Transportation Department. The tampering with the cameras showed the individual had inside knowledge and was identified as an employee. Another Transportation Department employee was found stealing toolboxes. Mr. Lewandowski advised that both employees were charged with felonies. He advised of another investigation involving overtime abuse by the Transportation Department staff. In another situation, the department ordered \$600.00 in new tires that were the incorrect size. Instead of returning them, the tires were "thrown away," [REDACTED]

Mr. Lewandowski reported receiving a recent complaint from a Transportation supervisor, Mr. Buttram. He requested the installation of additional cameras after \$800,000.00 in tools had gone missing. He wanted a camera in his office and access control installed at the building. Mr. Lewandowski recommended that the Transportation Department receive a full audit and inventory.

[REDACTED] Mr. Romero and APIC Security. The representative for APIC Security notified Mr. Lewandowski that they had recently worked at Mr. Romero's home. [REDACTED]

[REDACTED] Mr. Romero then hired the company to work on projects at ECO and SFHS. The latter involved a trail gate at SFHS. The gate came to the attention of the Safety and Security Team because it was installed incorrectly. In addition to being backwards, Mr. Lewandowski reported several other installation errors [REDACTED]



[REDACTED]

[REDACTED] Mr. Lewandowski told the investigator that no administrative regulation prohibited the use of audio-equipped surveillance cameras. He made the following statement, “Ask you to show me one state or federal statute. [REDACTED]

[REDACTED] Nobody in this district has ever said anything.” Again, Mr. Lewandowski described the cameras as “common practice,” stating, “Nobody said I shouldn’t or couldn’t do.” He again focused on the past use of audio surveillance in buses. He added that “AI is the future,” and many entities use AI and audio capabilities, including the City of Santa Fe, for gunshot detection.

Procurement Process (Purchase Orders)

Mr. Lewandowski confirmed his involvement in the Safety and Security Team’s procurement process. He provided that the process begins with “sitting down” with Ms. Libby Lokey. After deciding on a project and selecting a vendor, Ms. Lokey would send a request to Ms. Marie Gutierrez in the Finance Department. After she approves, the documentation is sent to Mr. Salbidrez for his signature and then returned to Finance. The request is sent to the superintendent for approval; if it exceeds \$60,000.00, it is forwarded to the school board. The investigator asked about Mr. Martin Ortega’s role in the process, and Mr. Lewandowski advised that it was to determine the funding source. [REDACTED]

Mr. Lewandowski also confirmed the use of blanket POs, [REDACTED]

[REDACTED] The list included equipment replacement, repairs, maintenance, and installations. Mr. Lewandowski reported that the team purchased 15-megapixel cameras in bulk from Joe Garcia at IT Connect.

Friday, November 14, 2025

Mr. Mario Salbidrez Recorded Interview

On November 7, 2025, at 11:35 a.m., RCI Investigator Christopher Cappon interviewed Mr. Mario Salbidrez at SFPS’s administrative offices. Before questioning, the investigator read the administrative instructions to Mr. Salbidrez. He [REDACTED] acknowledged the investigator’s recording of the interview. Mr. Doug Perrin provided legal representation for Mr. Salbidrez.

Mr. Salbidrez reported working for SFPS for seven and a half years and is the Executive Director of Safety and Security. He identified his subordinates as Mr. Mark Lewandowski, Mr. Victor Quintana, and Ms. Libby Lokey. He reported that Mr. Craig Ernst reports to Mr. Lewandowski. Mr. Salbidrez is also a cabinet member and reports to Superintendent Dr. Christine Griffin. Before



joining SFPS, he worked for 20 years with NMSP and SFPD, retiring from the latter as a deputy chief of police.

Audio-Equipped Surveillance Cameras – Security Office

Mr. Salbidrez advised that the district did not use audio-equipped surveillance cameras at the time of his hiring. The cameras with that capability were installed after a conversation with Superintendent Dr. Veronica Garcia for use in the school security offices. Due to the COVID-19 pandemic, the conversation occurred on Google Meet. Dr. Garcia requested monitoring of the security offices due to complaints about Allied Security. The allegations included officers congregating and sleeping in the security offices. At the time, the surveillance cameras could not determine what they were doing.

During spot checks, Mr. Salbidrez observed some of the concerns mentioned by the superintendent. At the superintendent's direction, audio-capable cameras were installed in the office with the Allied Security supervisor's knowledge. [REDACTED]

The investigator asked about documentation supporting the use of audio-capable cameras. [REDACTED] He informed the investigator that SFPS is not a police department and operates through cabinet meetings, discussions, and approvals. [REDACTED] "I was given the approval to do a lot of things without writing." The investigator asked Mr. Salbidrez whether he had taken steps to confirm in writing the directives to install audio-equipped cameras, and he advised that he had not.

Surveillance Robot

Mr. Salbidrez used a robot example to demonstrate the district's knowledge of the use of audio surveillance equipment. He added that there is no documentation supporting his use of the robot. In 2023, Mr. Salbidrez reported being approached by Team First from Albuquerque about using a surveillance robot at SFPS. [REDACTED] Mr. Salbidrez presented the idea to Superintendent Larry "Hilario" Chavez, but it was rejected. Mr. Chavez changed his mind after Team First presented the robot at a State Legislature meeting. Mr. Chavez verbally directed Mr. Salbidrez to test the equipment at a school.

Mr. Salbidrez stated that the robot received national news attention because it was the first of its kind. Due to "large presentations," district employees were aware of the robot's audio capabilities, including AI-enhanced audio to detect potential threats. Mr. Salbidrez stated that Dr. Neal Weaver was responsible for the purchase order to lease the device. [REDACTED]

The robot project concluded in the fall of 2023, immediately before the front office cameras were approved.



In early 2024, Mr. Salbidrez reported giving a presentation to the school board about the robot and other surveillance options, including AI phones and audio-equipped cameras for the front offices of buildings. He recommended terminating the robot's lease [REDACTED].

Front Office Project

Regarding the cameras in the front lobbies, Mr. Salbidrez stated that it was a verbal directive from Superintendent Chavez in late 2024. Mr. Salbidrez reported recommending the use of audio to reduce conflict and complaints between parents and front office staff. On November 14, 2024, Mr. Salbidrez met with Superintendent Chavez at Tokyo Café to discuss the front office camera project. Mr. Salbidrez stated he specifically mentioned the use of audio surveillance, and the superintendent said, "Let me think about it."

A short time later, Mr. Salbidrez approached Superintendent Chavez again about audio surveillance and reported him saying, "Let's go ahead and move forward. I will bring it up in the cabinet." Mr. Salbidrez described the process as slow and stopped [REDACTED]. The cameras started again in August 2025.

Mr. Salbidrez stated that the cameras in the front lobbies were the only ones designated for audio. When asked about cameras in other areas that record audio, Mr. Salbidrez stated he did not authorize their activation. He did not check the VMS for other cameras recording outside the security offices and the front lobby [REDACTED]. He reported directing vendors "hundreds of times" to install cameras, but never directed them to turn on audio outside of specified areas. [REDACTED]

Regarding the increase in servers, [REDACTED]. He advised that, outside of school, the cameras were in motion-detection mode. He stopped the practice and directed constant recording. [REDACTED] new servers had to be added. [REDACTED]

[REDACTED] He reported that his system is expandable and uses AI to detect gunfire, aggressive behavior, and calls for help. [REDACTED]

Mr. Salbidrez reported that the camera placement at Wood Ghormley Elementary School received staff assistance. They were informed that the goal was to address unruly parents. Mr. Salbidrez added that the principals and assistant superintendents received the audio clips as part of investigations. He said that Mr. Granata received them as well.

Audio Clips

For example, Mr. Salbidrez stated that an argument occurred between a parent and the principal, resulting in a trespass order. The audio indicated the argument was less severe than reported and



was shared with Assistant Superintendent Felicia Sena and Mr. Granata. The trespass order was later dismissed. In a second example, an issue arose with a counselor at Nina Otero. The audio recording [REDACTED] was shared with Human Resources personnel, including Director Jannette Fonseca. [REDACTED]
[REDACTED]

The investigator asked Mr. Salbidrez whether he had spoken with Mr. Chavez after being placed on leave. Mr. Salbidrez confirmed that he had spoken to him about the situation. The investigator read Mr. Chavez's text message reporting no knowledge of audio recordings. [REDACTED]
[REDACTED]
[REDACTED]

"[REDACTED] I brought it up in cabinet. Larry said it was not to watch our employees, but to protect them."

Regarding Mr. Granata's knowledge, Mr. Salbidrez stated that he had reviewed the surveillance recording of the bus driver. However, during a meeting on September 15, 2025, Mr. Granata denied being aware of any recordings. Mr. Salbidrez secretly recorded the meeting [REDACTED]
[REDACTED]

[REDACTED] When asked if Mr. Granata knew about the recording, Mr. Salbidrez said that he [REDACTED]
[REDACTED] "doesn't have to." Mr. Salbidrez stated he has a screenshot of all the documents he has shared with Mr. Granata.

Mr. Gabe Romero

[REDACTED]
[REDACTED] ongoing issues in the Transportation Department. Mr. Salbidrez provided prior examples [REDACTED] buses upgraded with district-supplied parts before the auction. Mr. Salbidrez advised that the State Police were made aware, [REDACTED]

[REDACTED] Mr. Salbidrez advised that the district later terminated Ms. Wagner.

[REDACTED] Mr. Salbidrez reported finding that Transportation Department employees were using district equipment and supplies to work on their personal vehicles. They also allowed their friends to do the same. Dr. Garcia asked him to speak with the transportation staff regarding reports that an employee had tased a coworker. [REDACTED]
[REDACTED]
[REDACTED]

As for recent crimes, Mr. Salbidrez reported that they began on June 6, 2025, following a phone call from Mr. Mark Kendrick. Mr. Kendrick stated that the same cameras at the Transportation Department were failing due to a disconnected cable. During their review, Mr. Salbidrez stated that other cameras found Mr. Ismael Bencomo in unusual locations. He was observed placing a



tire changer and a toolbox into a district vehicle. The vehicle was taken to Albuquerque and later returned by his girlfriend. Soon after it became public, the Transportation Director, Mr. Cesario Flores, resigned. [REDACTED]

Mr. Salbidrez reported additional issues involving the new superintendent's vehicle assignment. While attempting to obtain a vehicle for the superintendent, [REDACTED]. Instead of using the funds for the bus, the department staff bought a Tahoe and pickup trucks. Mr. Salbidrez [REDACTED] emailed Mr. Romero and Dr. Weaver about the issue. Another issue involved the incorrect installation of a gate at SFHS by Mr. Romero and APIC Security. Lastly, Mr. Salbidrez recently learned of an \$ 800,000 tool theft from the Transportation Department. Mr. Brent Buttrum reported empty boxes with no tools.

[REDACTED]

The investigator asked Mr. Salbidrez why there was a surveillance camera in the classroom. He was aware of the issue and stated it was at El Camino Elementary School. He reported that the room was originally a computer lab, [REDACTED]

[REDACTED] While acknowledging it was no longer a computer lab, Mr. Salbidrez stated it was not "a regular classroom." In a similar situation, he reported a request at Sweeney Elementary to install a camera in the classroom for special needs students due to their aggressive behavior.

The investigator asked about any privacy concerns related to the use of audio-enabled cameras, specifically under FERPA. He reported that FERPA does not apply to him, stating, "I am not responsible for it." Mr. Salbidrez reported that he does not release information publicly, which is the responsibility of Mr. Granata. [REDACTED]

Procurement Process (Purchase Orders)

The investigator asked Mr. Salbidrez about the procurement process for the Safety and Security Team. He stated the process started with Mr. Lewandowski obtaining quotes for new projects. Mr. Salbidrez reported an effort to balance work among the vendors submitting quotes. After the vendor and scope of work are finalized, the documentation is sent to Ms. Marie Gutierrez for review. After her review, she returns the request to Mr. Salbidrez for signatures. He sends them back to Ms. Gutierrez for forwarding to the superintendent and, if the amount is high enough, to the school board. Mr. Salbidrez advised that the purchase order paperwork is not sent to Mr. Martin Ortega.



The investigator asked Mr. Salbidrez about the relationship between Ms. Gutierrez and Mr. Victor Quintana. He confirmed they are in a relationship and living together. He reported that the district lacked a nepotism policy that would have prohibited it.

At the end of the interview, Mr. Salbidrez stated that the current situation [REDACTED] and identified Mr. Romero, Dr. Weaver, and Mr. Granata as the respondents. The investigator asked if he planned to file a complaint, and he responded, "I just did." Mr. Salbidrez's attorney intervened, stating that a complaint would not be filed at this time.

Thursday, November 13, 2025

Ms. Jannette Fonseca – Email Search

On November 13, 2025, RCI Investigator Christopher Cappon contacted Ms. Jannette Fonseca after the interview with Mr. Mario Salbidrez. Following comments about Mr. Mark Lewandowski and Mr. Salbidrez, the investigator requested an email search for audio recordings they shared, specifically with Mr. Joshua Granata. The investigator set the timeframe from November 2024 to the present.

The investigator asked Ms. Fonseca if she had received any audio recordings from the Safety and Security Team. She reported no and did not believe her staff had received them either.

Due to the expanded investigative scope, Ms. Fonseca started scheduling interviews with Ms. Lokey and Mr. Joshua Granata, which were later planned for November 21, 2025.

Ms. Fonseca provided Mr. Granata's Human Resources complaint filed against Ms. Libbey Lokey. To review, see *Document #18*.

Friday, November 14, 2025

Ms. Libby Lokey's Email

On November 14, 2025, Ms. Libby Lokey emailed RCI Investigator Christopher Cappon [REDACTED]
[REDACTED]
[REDACTED] To review her email, see *Document #19*.

The investigator contacted Ms. Fonseca regarding Ms. Lokey's email and the scheduling of her interview.

Monday, November 17, 2025

Robot Camera



On November 17, 2025, RCI Investigator Christopher Cappon reviewed news articles about SFPS's use of a surveillance robot in 2023. The program received significant attention in local media, including KRQE and the Santa Fe New Mexican. The latter's article stated (sic):

Created by Albuquerque-based security company Team 1st Technologies, the robot is designed to patrol a large area autonomously, through all weather and all terrain, said Team 1st's Channel Partner Manager Andy Sanchez.

Its artificial intelligence learns the layout of whatever place it patrols and detects unusual or aggressive behavior, reporting those irregularities to security officials and, in some cases, police, Sanchez said. Then, its cameras and sound equipment record and respond — using movement, prerecorded messages or two-way communication guided by security personnel — to the perceived threat.

The story received national attention from the Wall Street Journal, Business Insider, Wonderful Engineering, and others. To review the Santa Fe New Mexican article in full, *see Document #18.*

Wednesday, November 19, 2025

Mr. Doug Perrin's Screenshots and Response Letter

On November 19, 2025, Mr. Doug Perrin emailed RCI Investigator Christopher Cappon two screenshots and a response letter. The two screenshots were taken from a school bus camera, and the titles indicated that one image was from September 24, 2025. The other involved Bus #116 on an unknown date.

In addition to the screenshots, Mr. Perrin provided a response letter to the investigator, titled "*Formal Response to Investigation Regarding Installation of Audio-Capable Security Cameras.*"

To review Mr. Perrin's documentation, *see Document #20.*

Wednesday, November 21, 2025

Cancelled Interviews

On November 21, 2025, RCI Investigator Christopher Cappon cancelled the interviews scheduled for Ms. Libby Lokey and Mr. Joshua Granata due to illness. Ms. Jannette Fonseca rescheduled them for December 3, 2025.

Monday, December 1, 2025

Sergeant Allan Benitez

On December 1, 2025, RCI Investigator Christopher Cappon emailed Sergeant Allan Benitez of the New Mexico State Police to inquire whether a criminal investigation was occurring involving



Mr. Mario Salbidrez or Mr. Mark Lewandowski. [REDACTED]
[REDACTED]
[REDACTED]

Wednesday, December 3, 2025

Ms. Libby Lokey's Recorded Interview – *cancelled*

On December 3, 2025, Ms. Jannette Fonseca notified RCI Investigator Christopher Cappon that Ms. Libby Lokey called in sick and would be unable to complete her interview. She would be rescheduled upon her return to work.

Wednesday, December 3, 2025

Mr. Joshua Granata's Recorded Interview – *respondent*

On December 3, 2025, at 10:59 a.m., RCI Investigator Christopher Cappon conducted an administrative interview with Mr. Joshua Granata at SFPS's administrative offices. Before questioning, the investigator read the administrative instructions to Mr. Granata, [REDACTED]. He acknowledged the investigator's recording of the interview and appeared without a representative.

Mr. Granata has served as General Counsel for SFPS since June 2019. He reports to Superintendent Christine Griffin. He also reported directly to the previous superintendents, Dr. Veronica Garcia and Mr. Larry "Hilario" Chavez. Mr. Granata supervises a paralegal, Ms. Amanda Grumler.

At the start of the interview, Mr. Granata confirmed that Mr. Gabe Romero had notified him of a meeting with the New Mexico State Police about the surveillance cameras on or about November 25, 2025. Mr. Granata did not attend the meeting, nor has any communication with law enforcement since the start of the investigation.

Audio-Equipped Surveillance Cameras

Mr. Granata reported [REDACTED] September 5, 2025. On that day, Mr. Romero notified him of the installation of a camera at the Facilities and Maintenance Building. Mr. Granata reported no communication with the Safety and Security Team regarding a legal review for the use of audio-equipped cameras. He told the investigator, "At no time was I ever asked to look into the legality of using audio recording capability." Mr. Granata reported that none of the three superintendents he has served under discussed the matter with him. He denied receiving any recordings that contained audio and had never used audio in any student, parent, or employee disciplinary matters. Mr. Granata advised that if he received an audio recording, he was not informed of nor used it.



Mr. Granata also denied any communication with Ms. Libby Lokey about audio recordings, stating, “I don’t know how she would have knowledge of what I do or do not know.”

Mr. Granata reported [REDACTED] Mr. Salbidrez [REDACTED] He often discussed the rules on one-party consent for audio recordings during meetings with families. However, none of the conversations involved cameras. [REDACTED]

[REDACTED] the robot used by the Safety and Security Team in 2023 [REDACTED] Mr. Granata observed Mr. Mario Salbidrez communicate with students via the device’s public address system. Mr. Granata added that Mr. Salbidrez did not speak with him in advance regarding the legality of using the device. Mr. Granata was aware that school buses had audio-recording capability for several years, but stated that it fell under the Transportation Department, not the Safety and Security Team.

After speaking with Mr. Romero on September 5, 2025, Mr. Granata met with Mr. Salbidrez about the audio-equipped cameras. Mr. Granata raised [REDACTED] legality, [REDACTED] amend the district policy, and [REDACTED] notify the union regarding changes to the work environment. [REDACTED] notifying staff and parents of the audio cameras’ presence, which later appeared to involve stickers placed at several sites. [REDACTED]

During the meeting, Mr. Salbidrez reported that only two cameras had audio capability. In addition to the newly installed camera at the Facilities and Maintenance Building, Mr. Salbidrez reported another audio-equipped camera at Nina Otero Elementary School. [REDACTED]

[REDACTED] Mr. Romero [REDACTED] Superintendent Griffin [REDACTED]. She was on vacation, and he would inform her upon her return.

Upon Dr. Griffin’s return on September 11, 2025, Mr. Granata reported that he and Mr. Salbidrez met with her about the camera issue. Despite his earlier statement, Mr. Salbidrez notified the superintendent that 98% of the district’s buildings were equipped with audio-equipped cameras. Mr. Granata stated that he “called out” Mr. Salbidrez for providing differing answers. In response, Mr. Salbidrez stated the cameras had been discussed in a previous cabinet meeting. Mr. Granata spoke with several cabinet members, who reported no knowledge of any discussion regarding audio-equipped cameras.

On September 17, 2025, Mr. Granata received a text message from former Superintendent Hilario Chavez, who denied any knowledge of approving or being aware of the audio-equipped cameras.



Security Office Cameras

The investigator asked Mr. Granata about his knowledge of the audio-equipped cameras in the school security offices. He reported knowing about the cameras, but not that they had audio capability. Mr. Granata was also unaware of the audio capabilities in the administration building, including the School Board Meeting room. [REDACTED] audio in the school board room was the microphones used during meetings.

License Plate Readers

In addition to the audio-equipped cameras, Mr. Granata [REDACTED]
[REDACTED] He reported that he was not consulted regarding the
legality and privacy of the devices. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Tuesday, September 16, 2025 – Cabinet Meeting

Due to Mr. Salbidrez's comments about cameras in 98% of the buildings, Mr. Granata included the license plate readers on the cabinet agenda on September 16, 2025. Mr. Granata described the September 16, 2025, meeting [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Mr. Granata reported that Dr. Griffin approved the readers and directed the cabinet to move on to the next topic. [REDACTED]
[REDACTED]

[REDACTED] He was notified of an apparent change to the meeting minutes, indicating that Dr. Griffin approved the license plate readers at the cabinet meeting in June 2025. Mr. Granata did not recall any discussion of the readers during the June meeting. [REDACTED]
[REDACTED]
[REDACTED]

While aware that the number of cameras increased under Mr. Salbidrez, Mr. Granata did not know the district had 1,000 cameras with potential audio capability. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]



Procurement Process (Purchase Orders)

Mr. Granata stated that he did not receive the contracts for review of the audio-equipped cameras [REDACTED]. He questioned Ms. Lokey's involvement in the contracts, given her role as an administrative assistant, [REDACTED]. Mr. Granata acknowledged that the district had generated numerous contracts [REDACTED].

The investigator notified Mr. Granata that Ms. Marie Gutierrez was not forwarding the camera contracts to him, but the issue was reportedly corrected. When asked about the relationship between Ms. Gutierrez and Mr. Victor Quintana, Mr. Granata stated that it did not violate the district's nepotism policy.

Transportation Department Theft Concerns

The investigator asked Mr. Granata whether Mr. Salbidrez mentioned any recent large-scale theft concerns involving the Transportation Department. During their meeting in early September 2025, Mr. Salbidrez reported that the former Transportation Department director and others had disabled cameras and that theft may have occurred. Mr. Granata was unaware of the recent allegation of the theft of \$800,000.00 in tools. [REDACTED]

The investigator concluded the interview and transitioned to Mr. Granata's complaint against Ms. Lokey.

Wednesday, December 3, 2025

Mr. Joshua Granata's Recorded Interview – complainant

On December 3, 2025, at 11:28 a.m., RCI Investigator Christopher Cappon interviewed Mr. Joshua Granata at SFPS's administrative offices. Before questioning Mr. Granata, the investigator read the administrative instructions to him, [REDACTED]. He acknowledged the investigator's recording of the interview and appeared without a representative.

At the start of the interview, the investigator provided Mr. Granata with a copy of Ms. Libby Lokey's complaint against him from September 18, 2025, which consisted of three bullet points.

Mr. Joshua Granata's Complaint

Mr. Granata reported that he filed his complaint against Ms. Lokey on November 4, 2025, citing [REDACTED]. Mr. Granata



wanted it on the record that he never directed the investigator to interview Ms. Lokey. The decision to interview her was the investigator's alone and occurred on November 3, 2025. Mr. Granata learned about Ms. Lokey's allegation due to communication with Ms. Elena Gallegos, who felt it was odd that the investigator wanted to speak with her. Afterward, he learned [REDACTED].

Until the interview, Mr. Granata was unaware that Ms. Lokey had complained to Human Resources about him in September 2025. He believed the complaint originated during her November interview. [REDACTED] Superintendent Griffin and Ms. Fonseca [REDACTED]

[REDACTED] They never provided him with a copy of the complaint letter or, per district protocol, read it to him. He thanked the investigator for allowing him to review it.

Regarding his allegations against Ms. Lokey, Mr. Granata stated [REDACTED]

[REDACTED] On September 17, 2025, the district placed Mr. Salbidrez and Mr. Lewandowski on administrative leave. The following day, Dr. Neal Weaver scheduled a meeting with the remaining members of the Safety and Security Team, including Ms. Lokey. In advance, Mr. Granata received permission from Superintendent Griffin to attend the meeting. His role was to advise team members not to delete, destroy, or alter any audio recordings and to notify staff of the seriousness of the allegations.

Mr. Granata reported that [REDACTED] before the meeting started. As he entered the office, Ms. Lokey informed Dr. Weaver that she believed only four people had been invited to the meeting. She pointed at Mr. Granata and stated, "This is five." Before she left the room, Mr. Granata described Ms. Lokey as [REDACTED]

After waiting five to ten minutes, the meeting proceeded as planned. Dr. Weaver discussed being appointed to lead the Safety and Security Team, and Mr. Granata discussed legal issues, including tampering with the audio recordings.

Ms. Lokey returned to the meeting, and Dr. Weaver and Mr. Granata repeated their previous statements. Mr. Granata recalled telling the staff that the assumption was that Mr. Salbidrez and Mr. Lewandowski had done nothing wrong. Ms. Lokey "blurted" out, "They didn't do anything wrong." [REDACTED]

Mr. Granata reported [REDACTED] He directed her to obtain information about the number of audio-equipped cameras in use. [REDACTED]

[REDACTED] She said that she was unable to obtain the information from the vendors. She provided only one "[REDACTED] document," [REDACTED]

[REDACTED] In contrast, Dr. Weaver obtained the necessary information within one hour the following day. [REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

A week before the issue arose with the Safety and Security Team, Ms. Lokey told Mr. Granata, “We miss you so much.” Mr. Granata had recently relocated his office, which had previously been near the Safety and Security Team offices.

[REDACTED] Mr. Granata learned that when Ms. Lokey left the meeting, she “ran to the super” to question his presence. During their subsequent conversation, Dr. Griffin did not mention speaking with Ms. Lokey, [REDACTED]

[REDACTED] While Mr. Granata reported that the district does not have a strict chain-of-command policy, [REDACTED].

[REDACTED] Mr. Granata reported receiving multiple other complaints about Ms. Lokey since the start of the investigation, including those from Dr. Weaver and Ms. Crystal Ybarra. A complaint was received from the superintendent’s administrative assistant regarding Ms. Lokey’s [REDACTED]. Mr. Granata reported receiving similar complaints from other staff about Ms. Lokey’s [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

At the end of the interview, Mr. Granata again reported being unaware that Ms. Lokey filed a complaint in September 2025. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Friday, December 5, 2025

Ms. Libby Lokey’s Recorded Interview

On December 5, 2025, at 11:41 a.m., RCI Investigator Christopher Cappon interviewed Ms. Libby Lokey at SFPS’s Administration Building. Before questioning Ms. Lokey, the investigator read



the administrative instructions to her [REDACTED]. She acknowledged the investigator's recording of the interview and appeared without a representative.

At the start of the interview, Ms. Lokey stated that Human Resources had not informed her that Mr. Granata had filed a complaint against her. She believed the interview was solely to discuss her complaint against Mr. Granata [REDACTED]. The investigator limited the question to her complaint.

Wednesday, September 17, 2025

Ms. Lokey reported that her initial concerns regarding Mr. Granata were [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED] Ms. Lokey reported that she spoke with Ms. Gonzales on multiple occasions and that she treated the conversations as her official complaint.
[REDACTED]
[REDACTED]
[REDACTED]

Ms. Lokey believed Ms. Gonzales had notified Ms. Jannette Fonseca of the situation. [REDACTED]
[REDACTED] As evidence, Ms. Lokey reported that she emailed Ms. Fonseca, who responded that she would have the opportunity to speak with the investigator. [REDACTED]
[REDACTED]
[REDACTED]

The investigator asked Ms. Lokey about her evidence showing Mr. Granata's knowledge of the audio-equipped cameras. She reported that he was in the office with her, Mr. Salbidrez, Mr. Lewandowski, and Mr. Quintana reviewing audio playbacks. Ms. Lokey could not recall a specific incident and stated the information was not stored on her computer. She believed the files were on the Google platform. Ms. Lokey advised that Mr. Salbidrez would pull the files to show Mr. Granata or send them electronically to Mr. Granata. [REDACTED] the investigator again asked Ms. Lokey to identify any case Mr. Granata might have heard. [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] Ms. Lokey confirmed that she complained to Superintendent Griffin regarding his presence at the September 18, 2025, meeting. Dr. Weaver sent a meeting invitation



email to the Safety and Security Staff. When Mr. Granata arrived, Ms. Lokey questioned Dr. Weaver about Mr. Granata's attendance. After Dr. Weaver stated that he needed to be present, Ms. Lokey exited the meeting and spoke with the superintendent.

While speaking with Dr. Griffin, Ms. Lokey reported telling her [REDACTED]

[REDACTED] The superintendent stated Mr. Granata needed to be present, and Ms. Lokey returned to the meeting.

When asked for specifics, Ms. Lokey stated that Mr. Granata "called her out and repeated himself." As for the call-out, Mr. Granata accused her of skipping a meeting that contained important information. Ms. Lokey challenged the comment because Mr. Granata repeated what he had previously said.

When asked for additional details, Ms. Lokey stated that she could not recall and cited the investigative delay and "working four jobs" in the Safety and Security Team's office. [REDACTED]

After the meeting, Ms. Lokey reported that there was no further communication with Mr. Granata. She advised that Ms. Fonseca directed them not to communicate. [REDACTED]

Friday, December 5, 2025

Ms. Jannette Fonesca Meeting

On December 5, 2025, RCI Investigator Christopher Cappon spoke with Ms. Fonseca about the status of the email search involving Mr. Mario Salbidrez. [REDACTED]

[REDACTED] The investigator asked her to limit the search to Google Drive or emails with attachments from Mr. Salbidrez to Mr. Granata.

Other Concerns



[REDACTED]

[REDACTED] By using the cameras, the aide observed Mr. Lewandowski speaking with a secretary [REDACTED]. A complaint was filed with Human Resources, [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] Ms. Amanda Grumler. He confirmed her husband worked for the Santa Fe Police Department as a deputy chief. [REDACTED]

[REDACTED] Ms. Grumler had disclosed to Ms. Lokey [REDACTED]

[REDACTED] Ms. Lokey notified Mr. Salbidrez, who contacted Human Resources.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Mr. Granata reported that Mr. Romero advised of being interviewed on law enforcement on November 25, 2025, about the audio-equipped cameras.

Wednesday, December 10, 2025

Ms. Libby Lokey's Emails

On December 10, 2025, Ms. Libby Lokey sent RCI Investigator Christopher Cappon several emails, each of which contained attached audio files. Ms. Lokey provided the following statement (sic) attached to her email "Aspen 11/18/24 [REDACTED]":

Victor and I put our brain power together to think of issues that would have been sent to the Superintendent, Legal, HR, and or the Deputy Superintendent. We came up with 3. This is one. I will send you 2 and 3 next. This is a clip of video with audio that was used to trespass a parent at Aspen. The letter that was sent to the parent, shows at the bottom that it was CC'd to Larry and Josh. [REDACTED]

[REDACTED]



In a second email, “SFHS Audio [REDACTED] Student 2-7-25.avi,” Ms. Lokey wrote (sic):

This is the second one we thought of because it was video with audio of [REDACTED] student and would have been sent to the hire ups [REDACTED]

In a third email, “42SecurityOfficeFisheye_20241113_10_35_43_Split_5_Audio.avi,” Ms. Lokey wrote (sic):

This is the 3rd video with audio we came up with. This is a video of a staff member who was terminated. [REDACTED]

[REDACTED] Thank you.

All the videos contained audio data.

Ms. Lokey emailed the investigator two emails about SFPS policy #243 on retaliation [REDACTED] and she stated (sic):

[REDACTED] I attached the Policy for your viewing. Thank you so much!

In her second email about the policy, Ms. Lokey wrote to Ms. Fonseca (sic):

Good Morning Jannette,

*I was informed by the outside investigator that Mr. Grunata **recently** filed a complaint about me. [REDACTED]*

[REDACTED] I was not informed of the complaint by HR and had to hear about it through the outside investigator. Thank you so much and I look forward to hearing from you

Lastly, Ms. Lokey provided her confirmation letter for her New Mexico Workforce Solutions complaint against Mr. Granata, Dr. Weaver, and the new interim Safety and Security Team Director. To review Ms. Lokey’s documentation, see Document #22.

**Wednesday, December 12, 2025****Ms. Jannette Fonseca**

On December 10, 2025, RCI Investigator Christopher Cappon emailed Ms. Jannette Fonseca about the status of the email search request.

Ms. Fonseca emailed the search results the following day in a folder that contained seven videos and four documents. Of the videos, only one contained audio, and it involved an incident inside a school bus. However, one included a shared folder titled “*ASPEN 8-29-2025 FIGHT.*”

Friday, December 12, 2025**Mr. Joshua Granata's Email**

On Friday, December 12, 2025, Mr. Joshua Granata forwarded an email from Mr. Gabe Romero. Mr. Romero had sent the email to Sergeant Allan Benitez and Agent Charlene Archuleta of the New Mexico State Police on December 11, 2025, regarding the location of audio-equipped cameras, see below (sic):

Sgt. Benitez, Agent Archuleta,

Please see the attached documents showing the placement of the recording audio devices. At the top of each document will be the principal's/site manager's name and phone number. I recommend contacting that person before contacting affected staff members within their building.

Each document will indicate the site and locations of these devices on a floor plan, and below will be a screen shot of each camera labeled with a number corresponding to the number on the floor plan. Below each screen shot will be a name and number of the staff member assigned to the area where the device is located. In some areas a staff member is not directly assigned or affected. In these areas you will see “Staff, Students, and Visitors.”

The remainder of the email addressed the device locations at the facilities, and Mr. Romero provided the police officers with multiple folders containing their locations.

Mr. Romero copied Mr. Granata and Dr. Neal Weaver in the correspondence, which included multiple attachments of camera locations at district buildings. The subject line mentioned the November 25, 2025, meeting. Mr. Granata mentioned the meeting in his December 3, 2025, interview. To review the entire email, see *Document #24*.

**Friday, December 12, 2025****Sergeant Allan Benitez and Agent Archuleta Email**

On December 12, 2025, RCI Investigator Christopher Cappon emailed Sergeant Allan Benitez and Agent Charmaine Archuleta to discuss the investigation.

Neither Sergeant Benitez nor Agent Archuleta responded to the email.

Friday, December 12, 2025**Dr. Neal Weaver Telephone Conversation**

On December 12, 2025, Dr. Neal Weaver telephoned the investigator to discuss the scheduling to allow Mr. Mario Salbidrez access to his computer. The review was scheduled for Monday, December 15, 2025.

During the conversation, Dr. Weaver asked about the concern involving \$800,000.00 in theft from the cabinet meeting. He believed the issue involved the \$8,000.00 theft of a tire changer from June 2025. The investigator notified him that Mr. Salbidrez and Mr. Lewandowski described it as a new allegation, made by Mr. Brent Burtrum, in late August or early September 2025.

Monday, December 15, 2025**Computer Review**

On December 15, 2025, at 9:30 a.m., RCI Investigator Christopher Cappon attended a computer review at the SFPS's IT Building for Mr. Mario Salbidrez. Also present at the meeting were Dr. Neal Weaver, Ms. Patricia Norbit, and Mr. Josh Jankowski. Mr. Jankowski conducted the computer search at the direction of Mr. Mario Salbidrez. While Dr. Weaver left the meeting, the investigator and Ms. Norbit remained as witnesses.

Aspen Community School

Acting upon Mr. Salbidrez's direction, Mr. Jankowski found two shared folders with audio files, the first involving Ms. Amanda Cordova at Aspen Community School on February 12, 2025. Mr. Jankowski started the video, which immediately played audio. It was determined Mr. Salbidrez shared the folder with the following individual (sic):

- Superintendent Larry "Hilario" Chavez
- Assistant Superintendent Felicia Sena
- Mr. Mark Lewandowski



The folder contained nine emails and a certified letter regarding the incident from February 12 to April 10, 2025. While audio files were not discussed, the employees receiving the communication included:

- Superintendent Larry “Hilario” Chavez
- Interim-Superintendent Veronica Garcia
- Assistant Superintendent Felica Sena
- Mr. Joshua Granata
- Ms. Bridget Love
- Ms. Crystal Ybarra
- Ms. Libby Lokey
- Mr. Mark Lewandowski

Nina Otero Elementary School

The second shared file folder involved Ms. Lisa Christopherson at Nina Otero Elementary School on February 6, 2025. Mr. Salbidrez had shared the folder and attached audio files with the following personnel:

- Mr. Josh Granata
- Ms. Megan Goddard (Human Resources)
- Mr. Mark Lewandowski

The search located three emails regarding the incident, which were received by:

- Mr. Joshua Granata
- Ms. Megan Goddard
- Ms. Valerie Apodaca

Mr. Adan Valverde

Mr. Salbidrez requested the search for another shared folder involving Lead Safety Aid Adan Valverde from late 2024 or early 2025. [REDACTED]

[REDACTED]

[REDACTED] Mr. Jankowski could not locate the shared folder.

Mr. Joshua Granata

Mr. Salbidrez requested a search for a video from Santa Fe High School on February 24, 2025. Mr. Salbidrez advised that Mr. Granata asked for a video of an employee removing her personal



belongings from the school. Mr. Granata was in the recording, but there was no audio. Mr. Salbidrez requested it be included in the documentation.

Mr. Salbidrez advised that the camera used in the video had not yet had its audio connected.

“Mabel”

At the end of the search, Mr. Salbidrez reported that Mr. Lewandowski had a folder on his Google Drive named “Mabel” from an incident at Santa Fe High School. [REDACTED]

After Mr. Salbidrez left the building, Mr. Jankowski searched for the folder on Mr. Lewandowski’s computer. A folder with her name was found, but it contained no video or audio files.

Mr. Jankowski copied the shared folders, including the video (audio) files and related emails, to an external drive. He provided two copies to the investigator. To review the content, see *Document #25*.

Monday, December 15, 2025

Dr. Neal Weaver’s Email

During the computer search with Mr. Mario Salbidrez, Dr. Neal Weaver advised the investigator that he had reviewed the theft allegation involving Transportation Department employees. Again, Dr. Weaver stated that the issue involved the loss of an \$8,000.00 tire changer, not \$800,000.00 as reported by Mr. Salbidrez and Mr. Mark Lewandowski. The initial matter had been referred to law enforcement.

At the investigator’s request, Dr. Weaver provided the following statement about the concern (sic):

I am responding to your request for information about a ‘recent’ theft from the transportation facility.

At the May 8, 2025 BOE meeting, the Board approved the disposal of equipment from transportation that no longer had value to the district as it was aged and unused equipment. After BOE approval, the process is then to submit the approved disposal list to the PED for approval. The PED usually approves all such requests. If no approval is provided within 30 days, this is considered a ‘default approval’ per PED. During the 30 day waiting period, two items from the disposal list were stolen (Tire Changer and Tool Box). While the items had no value to the district, SFPS provided an \$8000 value to the Police, based on some combination of original, replacement, and current values.

[REDACTED]



Per Felipe Nevarez (current Director of Transportation - not Director at the time of the theft) and Brent Buttram (Transportation Manager) report that the value was \$8000, not the \$800,000 reported during your investigation. They further supported that the items were limited to the two items I described above (NOT to include tools).

What remains unclear is if this was ever reported to Police. The Safety and Security Director and Asst. Director (MS and ML) were handling this situation and when they were placed on administrative leave, I am unsure if this had already escalated to the police. I am working with our current Interim Director of Safety and Security to see if we can uncover further information.

Later, Dr. Weaver added the following (sic):

This is the response received from Robert Holguin, who asked Victor Qunitana (Security Manager):

"I contacted Victor and he stated that a police report was made to include the old tire machine and tool box. He is waiting for another subpoena on the case with the suspect being former employee, [REDACTED]. The case is for embezzlement under \$8,000."

To review Dr. Weaver's email and attachment, see Document #26.



INVESTIGATIVE FINDINGS

Complaint and Investigative Scope

On October 2, 2025, Santa Fe Public Schools (SFPS) contracted Robert Caswell Investigations (RCI) in response to a Human Resources complaint filed by the district's Executive Director of Operations, Mr. Gabe Romero, on September 17, 2025. [REDACTED]

[REDACTED] Mr. Romero became aware of the concern following the installation of an audio-capable device in the main lobby of the Facilities and Maintenance building on September 2, 2025. After learning of the camera, Mr. Romero found similar devices at multiple district buildings, prompting his complaint, which opened with the following (sic):

Audio-visual devices that, according to Security Director Mario Salbidrez, record audio have been placed in the lobbies and offices at several locations within the district. While some cameras are visible, there has been no clear written notice that voices/conversations are being recorded. [REDACTED]

[REDACTED]

18 U.S. Code § 2511: *Interception and disclosure of wire, oral, or electronic communications prohibited; intentionally intercepts, endeavors to intercept, or procures any other person to intercept or endeavor to intercept, any wire, oral, or electronic communication;*

New Mexico State Statute 30-12-1: *Abuse of Privacy (Civil Remedy): New Mexico law provides a private cause of action for persons whose wire or oral communications are intercepted, disclosed, or used in violation of the statute*

[REDACTED]

During his interview, he reported communicating with an unidentified attorney and a retired Chief Justice of the New Mexico Supreme Court. His complaint closed with the following (sic):

[REDACTED]



[REDACTED]
[REDACTED]

Also on September 17, 2025, Mr. Eugene Bostwick emailed a complaint to Human Resources regarding Mr. Salbidrez, [REDACTED]
[REDACTED]. Note: Mr. Romero is Mr. Bostwick's immediate supervisor. The following is an excerpt from his complaint (sic):

[REDACTED]

[REDACTED] Superintendent Christine Griffin placed Mr. Salbidrez on administrative leave on September 17, 2025. [REDACTED]
[REDACTED]
[REDACTED] Dr. Griffin also placed Mr. Lewandowski on administrative leave pending an investigation.

Investigative Scope Expansion

On November 11, 2025, Ms. Elena Gallegos expanded the investigative scope in response to complaints filed by Ms. Libby Lokey and Mr. Joshua Granata. [REDACTED]
[REDACTED]
[REDACTED]

She submitted the complaint to the Human Resources Director, Jannette Fonseca, and the Human Resources Representative, Abril Gonzales, writing the following (sic):

- [REDACTED]
[REDACTED]
- [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

The investigator was not made aware of Ms. Lokey's complaint until her interview on November 3, 2025. During email correspondence, Ms. Fonseca directed Ms. Lokey to speak with the investigator regarding her concerns rather than to initiate a new investigation. By chance, the investigator decided to interview her.



After Ms. Lokey's interview, the investigator notified Ms. Gallegos of the pending complaint against Mr. Granata. After learning about Ms. Lokey's allegations from the investigator, Mr. Granata filed a complaint against her [REDACTED]

After expanding the investigative scope, Ms. Gallegos replaced Mr. Granata as the point of contact for the investigation. Ms. Fonseca assisted the investigator with scheduling and other needs, which included an email search requested a few days later.

Background

As noted above, the installation of an audio-equipped surveillance camera in the front lobby of the Facilities and Maintenance Building on the afternoon of September 2, 2025, prompted the investigation. On that day, the building's Office Manager, Ms. Shanda Martinez, observed a contractor from IT Connect installing the device and inquired about gaining access. One of her responsibilities is to oversee the building's then-22 surveillance cameras. [REDACTED]

[REDACTED] she notified her supervisor, Ms. Marissa Bonifer, the following day. [REDACTED]

On September 4, 2025, Mr. Romero telephoned Mr. Salbidrez about the new camera installed in the Facilities and Maintenance Building. He had Mr. Bostwick secretly listen to the conversation. Mr. Salbidrez admitted the camera audio capability. Mr. Romero directed Mr. Salbidrez to remove the camera, and Mr. Salbidrez did so shortly thereafter. Mr. Romero contacted Mr. Granata about the situation [REDACTED]. After writing down the camera's make and model (Panasonic I-Pro WV-S4176A), Mr. Romero found the device at several other facilities.

After speaking with Mr. Romero, Mr. Granata met with Mr. Salbidrez, who reported to him that the district had only two audio-equipped cameras. In addition to the new device at the Facilities and Maintenance Building, the other was at Amy Beihl Elementary School. Mr. Granata recommended that Mr. Salbidrez post signs informing staff and parents of the possibility of audio and visual recording. [REDACTED]

Upon Dr. Griffin's return, Mr. Granata met with her and Mr. Salbidrez. During their conversation, Mr. Salbidrez reported that the audio-equipped cameras were in 98% of the district's buildings. [REDACTED]

[REDACTED] Mr. Granata placed the projects on the agenda for the September 16, 2025, cabinet meeting.



[REDACTED]

[REDACTED]

[REDACTED] Mr. Romero learned that Mr. Salbidrez, at Mr. Granata's recommendation, had placed stickers at several schools regarding the possibility of audio and visual recordings. He located a video of Mr. Salbidrez placing the stickers at Kearney Elementary. [REDACTED] Mr. Romero filed his Human Resources complaint the following day, September 17, 2025.

Dr. Griffin placed Mr. Salbidrez on administrative leave on September 17, 2025. [REDACTED]

[REDACTED] she also added Mr. Lewandowski.

Criminal Referral

In addition to seeking an internal investigation, Mr. Romero pursued criminal charges against Mr. Salbidrez. The investigator learned that Mr. Romero contacted two law enforcement agencies, starting with the Santa Fe Police Department. Mr. Romero is a retired New Mexico State Police officer [REDACTED]

[REDACTED] Mr. Romero initially spoke to the Santa Fe Police Department, [REDACTED].

[REDACTED]

Mr. Romero contacted the New Mexico State Police about an investigation. He provided the investigator with an October 1, 2025, email he sent to Sergeant Allan Benitez. Mr. Romero provided the sergeant with a copy of his preliminary investigation, or "Report of Events." Mr. Romero recommended that Sergeant Benitez communicate with the local District Attorney's Office for assistance. Later, the investigator learned from Mr. Granata that Mr. Romero met with Sergeant Benitez and Agent Charmaine Archuleta on November 25, 2025. The investigator emailed the sergeant on December 1 and 12, 2025, regarding the investigation, but the sergeant did not respond.

Safety and Security Team

The investigator learned the following structure of SFPS's Safety and Security Team. The team is led by Executive Director Salbidrez, who has held the role for the past seven and a half years. He is a cabinet member and reports directly to Superintendent Griffin. Mr. Salbidrez supervises Deputy Director Mark Lewandowski, Emergency Manager Victor Quintana, and Safety Coordinator Libby Lokey. Mr. Salbidrez is a retired law enforcement officer, most recently serving as Deputy Chief of Police at the Santa Fe Police Department.

Mr. Salbidrez replaced Mr. Gabe Romero, who had served in that role for six years before becoming the Executive Director of Operations. [REDACTED]

[REDACTED]



██████████ the number of cameras in use by the Safety and Security Team. He reported having less than 1,000 when he left the team. ██████████

In August 2018, Mr. Mark Lewandowski joined the Safety and Security Team as the Emergency Manager and served as the team's second-in-command. He has since been promoted to Deputy Director and then to Director of the team. Note: The job description listed Mr. Salbidrez and Mr. Lewandowski as Director and Deputy Director, respectively. Mr. Lewandowski also retired from the Santa Fe Police Department with the rank of captain. He supervises Field Supervisor Craig Ernst.

The remaining team members working from the administration building include Mr. Quintana, the third-in-command, who began as a lead safety aide at Milagro Middle School in 2023. Ms. Lokey has worked with the team for the past year, and Mr. Ernst has been with the team since February 2023. Mr. Ernst is responsible for the 23 safety aides at multiple schools, primarily at high and middle schools. The investigator learned that MJM Security provides after-hours patrol for the district.

Audio-Equipped Surveillance Cameras

On September 17, 2025, the investigation found that the Safety and Security Team had 61 audio-equipped cameras in use. Initially, Deputy Superintendent Neal Weaver learned of 72 devices from IT Connect; however, the total was reduced to 61 following the interview with Mr. Mark Kendrick. He advised that 11 cameras had not been configured for audio. Dr. Weaver stated that the 61 cameras in question were recording audio and that the data was preserved at Mr. Granata's direction. According to multiple statements, the cameras overwrite data approximately every 30 days. As a result, the oldest audio recordings date to approximately mid-August 2025.

The 61 audio-equipped cameras account for 1.68% of the district's total camera count. The investigator received differing answers about the total number of cameras in use. Mr. Lewandowski placed it at over 4,000. Mr. Quintana emailed the investigator that the Safety and Security Team uses 3,624 surveillance cameras.

The 61 audio-equipped cameras can be divided into three groups. The first three cameras were installed in the security offices at Santa Fe High School, Capital High School, and Milagro Middle School in late 2021. The next group consisted of approximately 30 cameras installed in public areas of school buildings, collectively referred to as the "Front Office Project." The definition of "public" is areas where parents would be expected to be present. The final 30 audio-equipped cameras are in non-public areas of schools. ██████████

The investigation confirmed Mr. Bostwick's statement that "hundreds" or "thousands" of installed cameras have audio capability. According to Mr. Lewandowski, approximately 1,000 cameras are



audio-enabled but were not turned on. He advised that the process requires contractor assistance to turn on the internal programming. Mr. Lewandowski advised that it was not a simple on/off switch in the security offices.

Note: The Transportation Department has used audio-equipped surveillance cameras in school buses for several years. The cameras are not the focus of the investigation. [REDACTED]

Security Office Cameras – November 2021

According to Mr. Salbidrez and Mr. Lewandowski, the first use of audio-equipped surveillance cameras involved a small number installed in the security offices at Santa Fe High School, Capital High School, and Milagro Middle School. According to the audio-camera spreadsheet from Dr. Weaver, Capital High School received the first audio-equipped camera on November 7, 2021, and Santa Fe High School received its first four days later. The spreadsheet did not list the installation date for Milagro Middle School, and Ortiz Middle School did not receive a device.

Mr. Salbidrez reported that the cameras in the security office were installed at the request of then-Superintendent Garcia. [REDACTED]

[REDACTED] At the time, the district used Allied Security and/or Securitas, not district employees. Mr. Salbidrez reported ongoing issues with insufficient and inconsistent staffing, [REDACTED]. In addition, reports of the private security officers congregating and sleeping in the offices. [REDACTED] Due to the visual-only cameras installed in the offices, it was not possible to fully determine their activities.

[REDACTED] Mr. Salbidrez had audio-equipped cameras installed and notified the private security supervisors of their presence. Over the following years, private security officers were phased out in favor of district-employed security aides. Despite the transition, the cameras continued to record audio in the office, [REDACTED]

Mr. Salbidrez reported that no documentation existed regarding the installation of cameras in the security offices. [REDACTED]

[REDACTED] He advised that the project was in response to a verbal directive from Dr. Garcia. [REDACTED]

[REDACTED] He advised that the district did not function like a police department.

Mr. Lewandowski also reported no documentation supporting the installation of the audio-equipped cameras in 2021. He was a retired captain with the Santa Fe Police Department.

***“The Front Office Project”***

An expansion in the use of audio-equipped cameras began in late 2024 and became known as “The Front Office Project.” [REDACTED]

[REDACTED] He reported that he met with then-Superintendent Larry Chavez at Tokyo Café on November 14, 2024, to secure approval. Initially, Superintendent Chavez deferred to the idea. However, a short time later, Mr. Salbidrez requested permission again and obtained approval from Mr. Chavez, thereby initiating the “Front Office Project.”

Mr. Salbidrez reported several installations immediately after approval, but activity subsequently slowed until the start of the fiscal year. The spreadsheet confirmed the recent increase in cameras from August 2025 through September 12, 2025. The camera at the Facilities and Maintenance Building that started the investigation was installed on September 2, 2025.

The spreadsheet appeared to conflict with the November 2024 start date, given that cameras were installed in 2023 and early 2024. Mr. Salbidrez explained that some cameras had already been installed, and the contractor enabled audio after project approval. [REDACTED]

[REDACTED] Mr. Salbidrez also accused the contractors of activating the audio without authorization.

As with the security office cameras, Mr. Salbidrez and Mr. Lewandowski possessed no documentation showing approval for or communication about the Front Office Project. Mr. Salbidrez reported that then-Superintendent Chavez approved the project verbally. Neither Mr. Salbidrez nor Mr. Lewandowski sent an after-the-fact email. Mr. Salbidrez confirmed that he contacted Mr. Chavez after being placed on administrative leave. The investigator read Superintendent Chavez’s text message, sent the same day, to Mr. Granata, in which he denied any knowledge of the use of audio-equipped cameras. [REDACTED]

While Mr. Salbidrez reported that he frequently recorded employee conversations without the other party’s consent, he did not report recording Mr. Chavez. Mr. Salbidrez stated that New Mexico was a one-party state [REDACTED] Mr. Salbidrez advised recording the meeting with Mr. Granata on September 5, 2025. He and his staff advised [REDACTED] recording Human Resources investigations.



Non-Public Area Cameras

A focus of the investigation was the approximately 30 cameras recording outside of “public areas.” Mr. Salbidrez and Mr. Lewandowski denied knowing they had been turned on and that they had not requested it. [REDACTED]

[REDACTED] Due to the 30-day overwriting period, it is unclear when they began recording.

The investigator found no evidence of camera auditing by the Safety and Security Team. [REDACTED] audio-equipped camera found in a classroom at an elementary school. The camera was not listed on the spreadsheet, [REDACTED]. Dr. Weaver requested permission to engage a contractor to conduct a full audit of the surveillance system. Dr. Weaver investigated the matter and found that it had previously been a computer lab and had since been converted into a classroom. His results were in line with Mr. Salbidrez’s comments that some rooms transitioned over time. [REDACTED]

Indirect Evidence

School Bus Cameras and Other Devices

Although they lacked direct authorization, Mr. Salbidrez and Mr. Lewandowski cited several examples indicating that the administration was aware of its use of audio-equipped surveillance cameras. They both pointed to the audio-equipped cameras in use in school buses, which predated their employment. They advised sending audio/video clips of bus drivers engaging in inappropriate behavior to the Legal and Human Resources Departments. Mr. Salbidrez and Mr. Lewandowski pointed to the AI-enabled cameras at building entry points and to the use of audio-capable cameras in the school board meeting room and the school gyms.

Surveillance Robot

Additionally, Mr. Salbidrez reported that the administration knew of the temporary use of a surveillance robot at SFHS in 2023. Mr. Salbidrez advised that the robot had video, audio, and public-address capabilities. He stated that the robot received local and national media attention because it was the first time such equipment had been used in a school setting. The investigator confirmed media coverage by KRQE, the Santa Fe New Mexican, and the Wall Street Journal. Mr. Salbidrez stated that Superintendent Chavez directed him to try the device after observing it in a meeting at the state legislature.

Mr. Granata was aware of the robot and believed it had audio capability, based on its public address system, which enabled communication with students. [REDACTED]



Purchase Orders

Mr. Salbidrez and Mr. Lewandowski advised that the purchase orders for camera equipment, including the purchase and installation of the devices, constituted additional indirect evidence. They added that several individuals, including the superintendents and the school board, reviewed them. There is no question that the Safety and Security Team made significant purchases of camera equipment, which includes servers. The new CFO, Mr. Richard Halford, noted a considerable increase in funding between FY2023 and FY2024. The increase in cost was attributed by members of the Safety and Security Team to the purchase of audio-equipped cameras, which are now the industry norm, increased megapixel capabilities, and extended warranties.

Procurement Process (Purchase Orders)

[REDACTED]

[REDACTED] As previously stated, the Safety and Security Team has experienced a significant increase in spending since FY2023. However, the investigator received no information that the team exceeded its budget. The team shared a “large pool” of funds from several sources, including HB9 and SB33. According to CFO Halford’s research and communications with the prior CFO, Mr. Robert Martinez, the funding process had been in place for several years. Given the pool’s estimated cost of up to \$16 million, the Safety and Security Team never exceeded its budget.

[REDACTED] The purchase order requests followed a consistent pattern and involved several employees. The process began with the Safety and Security Team and was reviewed by members of the Fiscal Department. It included the superintendent and, if the requests exceeded \$60,000.00, required review by the school board.

[REDACTED]

Mr. Martin Ortega

[REDACTED]

[REDACTED] Mr. Ortega reported involvement in the Safety and Security Team’s purchase order requests, with a focus on funding sources and budget sustainability. Mr. Ortega retired from the State of New Mexico after 27 years of service, and his career focused on budget matters. After retirement, he worked in a similar capacity in the private sector and at Los Alamos National Laboratory before joining SFPS. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

Ms. Marie Gutierrez

[REDACTED]

[REDACTED]

[REDACTED] Mr. Quintana. They are currently living together. Mr. Granata informed the investigator that their relationship does not violate the district's nepotism policy.

[REDACTED] Despite serving as the CPO, she is subordinate to Mr. Ortega. Mr. Ortega advised that, in his experience, the CPO and CFO are either equivalent or the CPO reports directly to the CFO. The investigator had similar experiences from other government investigations.

[REDACTED] Ms. Gutierrez failed to obtain required sign-offs on purchase requests. She acknowledged that this occurred with the Legal Department [REDACTED]. Ms. Gutierrez sent Mr. Granata's contracts that involve a change in terms. Mr. Granata provided documentation demonstrating that IT and Legal were not included on the signature page of a contract with IT Connect for more than \$129,000.00 in June 2025.

[REDACTED]

Ms. Gutierrez also skipped the IT Department review on the sign-off form. [REDACTED]

[REDACTED]

[REDACTED] Ms. Gutierrez explained that past practice did not involve sending requests to the IT Department. [REDACTED] Ms. Gutierrez reported that she now sends all contracts to IT and Legal for review.

Blanket Purchase Orders

[REDACTED] Ms. Gutierrez stated that "blanket POs" are intended for equipment maintenance and repair. Per Ms. Lokey, the Safety and Team also used blanket POs for the purchase and installation of equipment, which violated the rules reported by Ms. Gutierrez.

Audio-Equipped Surveillance Cameras – Direct Knowledge

During his interview, Mr. Salbidrez repeatedly stated that he sent audio files to Mr. Granata via email or Google Drive. In response, the investigator requested that Ms. Fonseca have IT search for those attachments on November 14, 2025. [REDACTED] the investigator limited it to November 2024. Mr. Fonseca provided the results on



December 12, 2025, which showed no file attachments sent by Mr. Salbidrez to Mr. Granata. A couple of days later, the results were found to be incorrect.

On December 15, 2025, Mr. Salbidrez, under the supervision of IT personnel, conducted a search of his email and Google Drive accounts. In short order, he located two shared folders containing audio files. The shared folders involved incidents on February 6 and 12, 2025, and were received by four employees, see below:

Folder #1: Aspen Community School on February 12, 2025

- **Audio Files**
 - Superintendent Larry “Hilario” Chavez
 - Assistant Superintendent Felicia Sena

The audio files contradict Mr. Larry Chavez’s message to Mr. Granata that he did not know about audio-equipped cameras.

Folder #2: Nina Otero Elementary School

- **Audio Files**
 - Mr. Josh Granata
 - Ms. Megan Goddard (Human Resources)

During their interviews, the following staff, outside of the Safety and Security Team, reported knowledge of the audio-equipped surveillance cameras:

- Mr. Mark Kendrick
- Ms. Marissa Bonifer

As the Special Systems Control Technician. Mr. Kendrick has been aware of the audio capability for several years, as a result of his role in the routine maintenance of the devices. Ms. Bonifer learned of the audio capabilities following a disciplinary issue involving her daughter, Ms. Kaylee Mullins. [REDACTED] During the subsequent investigation, audio from the security office camera was used as evidence against Ms. Mullins, [REDACTED].



Mr. Gabe Romero and Mr. Mario Salbidrez

As mentioned earlier, Mr. Romero pursued both an administrative and a criminal investigation into Mr. Salbidrez regarding the cameras. [REDACTED]

[REDACTED] Transportation Department.
As Executive Director of Operations, Mr. Romero oversees the department, [REDACTED]

In addition to several prior theft incidents, Mr. Salbidrez and Mr. Lewandowski reported that new theft reports have recently come to their attention. In June 2025, Mr. Kendrick reported that the surveillance cameras had been repeatedly disconnected. During their review, a transportation employee was found loading a “tire changer” and tools into a district vehicle. Immediately before Mr. Romero’s complaint, Mr. Salbidrez and Mr. Lewandowski reported that a Transportation Department supervisor contacted them about \$800,000.00 in tool thefts.

Note: The investigator notified Dr. Weaver of the allegation and advised that it was only \$8,000.00 and involved the tire changer. He found no evidence of a \$800,000.00 tool theft.

Mr. Lewandowski [REDACTED] involving Mr. Romero and APIC Security. He reported that the company worked at Mr. Romero’s house, [REDACTED] and then received a project to install a trail gate at SFHS. [REDACTED] the gate was installed “backwards,” [REDACTED]

Ms. Libby Lokey and Mr. Joshua Granata

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

meeting took place on September 18, 2025, during which she questioned Mr. Granata's presence and later complained to the superintendent before returning. [REDACTED] email exchange started that day and continued into the following day.

After September 19, 2025, both parties reported no further contact or communication [REDACTED]

[REDACTED]

[REDACTED] Ms. Lokey [REDACTED] was unable to provide evidence to support her allegation that she witnessed Mr. Granata viewing files containing audio evidence in the office.

[REDACTED]

[REDACTED] In February 2025, Mr. Salbidrez sent Mr. Granata a shared folder containing audio files.

[REDACTED]

[REDACTED] Mr. Granata [REDACTED] reported that he directed Ms. Lokey to contact vendors on September 18, 2025, to obtain a camera list. [REDACTED]

[REDACTED] He stated that Dr. Weaver quickly obtained the information the following day. Note: Ms. Lokey's chain of command went through Dr. Weaver, not Mr. Granata, at that time. [REDACTED]

[REDACTED]

[REDACTED] As for delays, the most significant involved the IT search for Mr. Salbidrez's emails, which resulted in a one-month pause.

[REDACTED]

[REDACTED] Ms. Lokey [REDACTED] learned from the investigator that Mr. Granata had filed a complaint against her after her initial interview on November 4, 2025. [REDACTED]



License Plate Readers

[REDACTED] recent purchase of the three license plate readers. [REDACTED]

[REDACTED] Ms. Lokey stated the cost was approximately \$70,000.00. [REDACTED]

[REDACTED] the investigation found that the license plate reader project has stalled. The date does not appear to have been shared with any third party, including law enforcement.

Conclusions

Cameras:

- On September 17, 2025, the Safety and Security Team employed 61 audio-equipped cameras in district buildings.
 - 3 in security offices
 - ~30 in public areas (Front Office Project)
 - ~30 in non-public areas
- The Safety and Security Team has 3,624 surveillance cameras.
 - 1,000 cameras are capable of recording audio.
- The first three (3) audio-equipped cameras were installed in security offices, starting in November 2021.
 - No documentation exists approving the cameras or undergoing legal review.
- The Safety and Security Team started the “Front Office Project” in late November 2025, which involves about 30 cameras in public areas.
 - No documentation exists approving the cameras or undergoing legal review.



- The following employees [REDACTED] received audio files:
 - Mr. Mario Salbidrez – Executive Director of the Safety and Security Team
 - Mr. Mark Lewandowski – Deputy Director of the Safety and Security Team
 - Mr. Victor Quintana – Emergency Coordinator
 - Ms. Libby Lokey – Safety Coordinator
 - Superintendent Larry “Hilario” Chavez – Shared folder on February 12, 2025
 - Assistant Superintendent Felicia Sena – Shared folder on February 12, 2025
 - Mr. Josh Granata – Shared Folder on February 6, 2025
 - Ms. Megan Goddard – Shared Folder on February 6, 2025
 - Mr. Mark Kendrick – Control Technician
 - Ms. Lisa Bonifer – discipline issue involving her daughter, Kaylee Mullins
 - Ms. Kaylee Mullins – discipline issue
 - [REDACTED]

- [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]

Christopher Cappon

Investigator

Robert Caswell Investigations

No one who participated in any way with the investigating, reporting, or supervision of this assignment is a relative, friend, or acquaintance of any Santa Fe Public Schools employees involved in the incident. Robert Caswell Investigations reserves the right to change or modify the findings based on additional information.

Please see attachments
on email