

**MINUTES OF THE REGULAR MEETING GOVERNING BOARD  
GUSTINE UNIFIED SCHOOL DISTRICT  
FEBRUARY 10, 2016**

**TIME AND PLACE**

The regular meeting of the Gustine Unified School District Board of Education was held on Wednesday, February 10, 2016. The meeting location was changed to the Gustine High School Auditorium, 501 North Avenue, Gustine, California.

**CALL TO ORDER**

The meeting was called to order at 6:00 p.m. by Board President Pat Rocha. The Board went into Closed Session and reconvened to Open Session at 7:20 p.m.

**BOARD MEMBERS PRESENT**

Mrs. Pat Rocha, Board President, Mrs. Crickett Brinkman, Mrs. Loretta Rose, Mrs. Linetta Borrelli, Mr. Ernie Longoria.

**REPORT FROM CLOSED SESSION**

Board President Pat Rocha said the Board has met with the Superintendent and provided him feedback regarding a six month evaluation. The Board is pleased with Mr. Morones' performance and looks forward to working with him in the future.

**APPROVAL OF AGENDA**

Mrs. Rocha indicated that Agenda Item VI-A would be removed (LCAP Report). Mrs. Rose made a motion to approve the Agenda as amended, seconded by Mrs. Borrelli. Motion carried, 5-0.

**REPORTS AND PRESENTATIONS**

A. Student Report – Meg Abdallah presented her report of activities at Gustine High School.

B. Board Reports – Mr. Longoria said that he attended the Board Policy Study Session/Special Meeting, the LCCFF meeting as well as the Special Board Meeting on the Mascot issue. Mrs. Rose attended the active shooter program at Romero and she hopes to see the program expanded to all of our schools and said the Sheriff's Department did a very good job. She attended the girls' basketball game, LCAP meeting and the Board Policy Study Session. Mrs. Rocha said she was able to attend a girls' basketball game as well as the FFA Dinner/Dance. She thanked administrators for their reports and the Board would accept them as presented in the interest of saving time during this particular meeting. Mrs. Rocha attended the active shooter drill/hostage situation drill at Romero. She commended Mrs. Filippini, her staff, and the Merced County Sheriff's Department for a great job.

C. Staff Reports – As presented in Board packet.

D. Financial Report – Presented in the Board packet. The report reflected an ending cash balance for January 2016 of \$3,403,104.

E. Attendance Summary – Lizett Aguilar provided in the Board packet the GUSD Attendance Summary and Comparison which reflected a total average attendance district-wide of 95.57%.

F. Superintendent Report – Mr. Morones said he attended the active shooter drill and hostage situation drill at Romero Elementary and commended Principal Lisa Filippini and the Merced County Sheriff’s Department for a great job putting it all together. He feels it is a program that needs to be happening throughout the District to ensure the safety of students, staff and the community. Mr. Morones said he attended a teacher recruitment job fair with all of our administrators and personnel department which will give the District a head start in recruiting teachers for the upcoming school year. He also attended the FFA Dinner/Dance and was very impressed with the event. He facilitated the third Bond Oversight Committee Meeting during which District Architect Mitch McAllister presented information on the Facilities Master Plan, information presented to the Board the week before. Mr. Morones also commented on the GHS WASC visit and said the WASC team was very impressed with all of the work that Dr. Petrone and his leadership team has done at the high school. “They felt they were in Utopia for the last two and-a-half days.” Overall, he said the feedback from the WASC Committee was extremely positive.

**CONSENT AGENDA**

Mrs. Brinkman made a motion to approve the Consent Agenda as presented, seconded by Mr. Longoria. Motion carried, 5-0.

**INFORMATION**

A. Educator Effectiveness Funding – Kim Medeiros provided information on the Educator Effectiveness Grant which is part of the 2015 Block Grant. She said this funding will support mentoring, including the BTSA induction program for teachers and administrators. Part B will be for professional development coaching and support services for teachers identified as needing support for improvement. Funding for teachers and administrators in Common Core standards, conferences, workshop release time covering and building on the professional learning community that we have already started in our District. Next would be to promote educator quality and effectiveness in the classroom and support that with professional learning communities and conferences to help build those skills.

**COMMUNICATION FROM THE PUBLIC**

None.

**ACTION ITEMS**

A. Warrants – Mrs. Rose made a motion to approve the warrants as presented, seconded by Mr. Longoria. Motion carried, 5-0.

- B. Increase of 1% effective July 1, 2015 for all Salary Schedules (separate votes needed)
  - 1. Disclosure of Collective Bargaining Agreement – Certificated
  - 2. Disclosure of Collective Bargaining Agreement – Classified
  - 3. Disclosure of Collective Bargaining Agreement - Conf/Mgmt/Admin/Supt.
  - 4. Salary Schedule Increase of 1% effective July 1, 2015 for all Salary Schedules

Mr. Morones explained that a 1% increase to salaries was negotiated with the Collective Bargaining groups to be effective in 2015-2016 if certain LCFF revenue criteria was met. The criteria was relating to Average Daily Attendance growth, Unduplicated Pupil Percentage (UPP) increases, and LCFF GAP funding increases. This criteria has been met and, as such, approval is requested for a 1% increase to all salary schedules effective July 1, 2015.

B. (continued)

1. Disclosure of Collective Bargaining Agreement – Certificated – Mrs. Brinkman made a motion to approve the DCBA for certificated staff, seconded by Mr. Longoria. Motion carried, 5-0.
2. Disclosure of Collective Bargaining Agreement – Classified -- Mrs. Brinkman made a motion to approve the DCBA for classified staff, seconded by Mrs. Borrelli. Motion carried, 5-0.
3. Disclosure of Collective Bargaining Agreement - Conf/Mgmt/Admin/Supt. -- Mrs. Brinkman made a motion to approve the DCBA for Confidential/Management/Admin/Supt, seconded by Mrs. Borrelli. Motion carried, 5-0.
4. Salary Schedule Increase of 1% effective July 1, 2015 for all Salary Schedules -- Mrs. Brinkman made a motion to approve the DCBA for a salary schedule increase of 1% effective July 1, 2015 for all salary schedules, seconded by Mr. Longoria. Motion carried, 5-0.

C. Cafeteria Civil Rights Procedures, Second Reading – Mrs. Rose made a motion to approve the Second Reading of the Cafeteria Civil Rights Procedures Board Policy, seconded by Mr. Longoria. Motion carried, 5-0.

D. Maintenance Department Equipment Purchase – Mr. Longoria made a motion to approve the purchase of a loader bucket attachment for the Maintenance Department, seconded by Mrs. Brinkman. Motion carried, 5-0.

E. GMS Music Department Purchase – Mrs. Borrelli made a motion to approve the purchase of student chairs and storage carts for the GMS music department, seconded by Mrs. Brinkman. Motion carried, 5-0.

F. GHS Mascot Selection – Board President Pat Rocha indicated there were eleven people who submitted speaker cards and each person would be allowed to speak for three minutes.

- GHS student J.D. Laupua said the name he would prefer from the three that were chosen, a lot of students voted for “The Tribe.”
- GHS student Sebastian Figueroa said he was told there were three favorites and he thinks we should choose a name, not necessarily one that we could stick with the same mascot.
- Craig Christenson said the name should be changed as little as possible and we should wait until the last moment to change and not rush into it. He feels the name should be “Reds.”
- Community member Robert Borba said he agreed with Mr. Christenson that we should not rush into the name change and are we breaking the law if we go with “Reds”? He feels we go back to the name “Reds” to go along with the GHS fight song, “Sons of the Gustine Reds.”
- GHS Parent Sherri Marsigli said we have until January 2017 and the name doesn’t have to be chosen tonight if the Board and community feel the need to wait. She also said that we can keep the Chief and be called the “Reds.”
- GHS Student Niko Marsigli said it’s a shame to see the name Redskins go and history will be rewritten. He just wants to make sure that the Board makes a decision that will not be regretted by everyone.
- Attorney Bruce Sousa said that when he, his father and brothers played football for GHS, they broke the huddle with “Go Reds.” Their uniforms had G’s on them and did not have an Indian logo. The Committee wanted to recommend the name “Reds” but didn’t because they felt there were some legal issues. He said the color red conveys not Redskins but all of those values and the image of strength that people have come to associate with wearing red ties and red shirts.

-- Rick Nagel, Committee member, said that he served on the Mascot Naming Committee and said he had been somewhat intimidated by recommendations that the committee avoid "Reds." He said it is the Board's decision but his choice was "Reds" despite what he recommended as a member of the committee.

-- Mayor Dennis Brazil commented that he thought the process was out of order to have the comments prior to the power point presentation. He said the Board knows his opinion of AB 30, but aside from that, he feels that Gustine High School started as "Reds" and it seems only common sense to go back to "Reds." He said that the name on the game wall says "Gustine Reds" already and he doesn't see any controversy with the mascot name being "Reds." Mayor Brazil also suggested that the process be slowed down to give the community and everyone involved a chance to digest all that has happened and he hoped the Board would postpone the decision to another meeting.

Mrs. Rocha thanked those who spoke and also the Mascot Naming Committee and everyone who put a lot of time and effort into the process of selecting a new mascot for GHS.

Superintendent Morones stated that at the January meeting he was directed by the School Board to convene another community meeting and the purpose was to elicit input from community members who do not have access to technology to give their input on a new mascot. "Most of the people who attended (and in this room) had access to technology but it was a very strong opinion that I was hearing from the group and that was the mascot should be 'Reds.' That was loud and clear that people are very passionate about the mascot "Reds." I had a follow-up conversation with Board members individually after the community meeting and I asked Counsel to come again this evening. Since that meeting, we have had further dialogue which went back to 75 years ago when we were "Reds." Counsel has since talked to staff members and others and has formed a modified opinion. My directive from the Board was to convene a mascot name change committee which Dr. Petrone did, and they came back with Aggies, Chiefs and Torros. At this time I am asking that you strongly consider 'Reds.'"

Legal Counsel Scott Holbrook commended Superintendent Morones and GHS Principal Dr. John Petrone for their work putting the committee together with the Board's direction. He said the legislature enacted the law but provided no guidance about having to implement the law. Mr. Holbrook provided an overview of the intent of AB 30 and the District's responsibility to comply with the new law. He then said that since the January meeting he has had an opportunity to talk with staff and he now has a better understanding of the history of the use of the term "Reds" and that at one point in the District's history it had nothing to do with the Native American mascot and was simply just the term affiliated with one of the school colors, red and white. In that context, if the District were to decide to move forward with the recommendation to use "Reds," if that term was used without a Native American mascot, some other mascot, he said the District is in a stronger position to demonstrate that it is complying with AB 30.

Mr. Holbrook said, "The current concern that we have as a law firm is if you use the term "Reds" and continue to use the Native American mascot, because it is a form of the term Redskins and it is associated with the term "Reds", when it's next to a Native American mascot it might be perceived to the court sitting in review as noncompliant with the law prohibiting use of Redskins. If you move forward with "Reds" with the Native American mascot, it only takes one person out there, and there are unscrupulous lawyers that will take a case and file a lawsuit, and is it something that the District wants to expose itself to? Our recommendation is no. But if the District were to move forward with "Reds" and choose a new mascot, it would be in compliance with the law."

Mrs. Rocha said the Board has given the public the opportunity to speak and Board members would now consider the issue before them. Mr. Longoria said that the name "Reds" should be considered as the GHS mascot name with the logo image to be decided later. Mrs. Brinkman said she did some research and found that in past years, GHS sports teams wore jerseys with the symbol "G" on them. Her opinion is that we should go with "Reds." Mrs. Borrelli said she would like to see the name as "Reds" to reflect the history that we have and then all that needs to be done is change the logo. Mrs. Rose said as much as she hates to lose the Redskins name, she feels that since "Reds" was one of the top choices, it should be the name selected for the new mascot, along with the letter "G." Mrs. Rocha said she has been in Gustine all her life. She and her four children and grandchildren are all Redskins and always will be. We will spend more time on changing the logo because that doesn't need to be changed right away, but for now Mrs. Rocha indicated that she is in favor of changing the mascot name to "Reds."

Mr. Holbrook said that because the law does require that a mascot be identified by 2017, if it is the Board's desire to move forward with adopting "Reds" as its mascot, it should be suggested in that motion that you include language that the Board will reconvene at a later date to adopt a new non-native American mascot.

Mrs. Brinkman made a motion to approve the new GHS mascot name as "Reds" with a non-native American mascot to be selected at a later date. Mrs. Borrelli seconded. Motion carried, and the name "Reds" will be the new GHS mascot beginning with the 2016/17 school year.

#### **ADVANCED PLANNING**

A. Regular Board Meeting, March 9, 2016, 6:00 p.m.

#### **ADJOURNMENT**

Mrs. Borrelli made a motion to adjourn, seconded by Mr. Longoria. Motion carried, 5-0. Meeting was adjourned at 9:19 p.m.

#### **APPROVED AND ADOPTED**

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Crickett Brinkman, Clerk

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