Agenda of Regular Board Meeting

The Board of Education
Brush School District

A Regular Board Meeting of the Board of Education of Brush School District will be held Monday, April 21, 2025, beginning at 6:00 PM in the District Office, 527 Industrial Park Road, Brush, CO 80723.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. Opening Meeting
   1.1. Call to Order
   1.2. Roll Call
   1.3. Pledge of Allegiance
2. Approval/Modification of Agenda
3. Consent Agenda
   3.1. BOE Minutes 3.17.25., 3.31.25, 4.11.2025
   3.2. Disbursement Listing 3.1.25 - 3.31.25
4. Community Comment
5. DAAC Report
6. Celebrations
   6.1. Student Presentation - BSC State Science Fair
7. Executive Session
   7.1. The Board of Education Will Go Into Executive Session For The Purpose Of Conference With An Attorney To Receive Legal Advice On Specific Legal Questions Regarding Storm Damage from June 28, 2023, Authorized by C.R.S. 24-6-402(4)(b)
8. Reports
   8.1. Board Reports
   8.2. Superintendent's Report
9. Action Items
   9.1. BSC Gym Floors
   9.2. 25-26 Salary Schedules
   9.3. 2025-2026 Medical Benefits
   9.4. Certified Contract
   9.5. Financial Audit Engagement Letter
   9.6. Prewitt Water Lease
   9.7. BSC Beetdigger Online Program

9.8. Homeschool Enrichment Program
9.9. Aerolab Program
9.10. Phone Quote
9.11. Chromebook & PC Refresh
9.12. Upgrade Video Camera Servers

Needed to update camera servers:
Need 4 ENVRs at $1,999/each (Total - $7,996)

Need 18 8TB Surveillance Internal Hard Drive HDD at $209/each (Total - $3,344)

Total upgrade project $11340

9.13. Personnel Report
9.14. 25-26 Staff Assignments
9.15. RMCC
9.16. Retainment of Legal Counsel
9.17. Policy
9.18. Warming Oven
9.19. Cafeteria Tables

10. Information Items
    10.1. BOE Meeting, May 19, 2025
11. Debrief
    11.1. Clarification and/or Next Steps
12. Adjournment
    12.1. Meeting Adjourned

Brush School District RE-2J
Board of Education
Regular Board Meeting Minutes
Monday, March 17, 2025
Brush CO

President Paul Chard called the meeting to order at 6:02 pm.

Attendance:

Lacy Garrett:	Present
Brandy Hansen:	Present
Bryson Miller:	Present
Brad Mortensen:	Present
Shawn Tadolini:	Present
Derek Windsheimer:	Present
Paul Chard:	Present

1. Opening Meeting

1.1. Call to Order

1.2. Roll Call

1.3. Pledge of Allegiance

2. Approval/Modification of Agenda

I move to adopt the agenda. This motion, made by Brad Mortensen and seconded by Bryson Miller, Carried.

Voting Detail:

Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Shawn Tadolini:	Yea
Derek Windsheimer:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

3. Consent Agenda

I move to approve consent agenda. This motion, made by Lacy Garrett and seconded by Brad Mortensen, Carried.

Voting Detail:

Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Shawn Tadolini:	Yea
Derek Windsheimer:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

3.1. BOE Minutes 2.17.25

3.2. Disbursement Listing 2.1.25 - 2.28.25

4. Community Comment

5. Celebrations

Mrs. Cody recognized the archery competitors at the recent competition. Mrs. Brandie Bellefeuille was the MCC adjunct instructor of the year. Mrs. Jyll Queen was recognized as the Colorado Pro Start teacher of the year. Girls Basketball team qualified for regionals.
Mr. Chard recognized the students that participated in the annual bi-county science fair.

5.1. DAAC Report

Mrs. Stone provided a DAAC update.

6. Financial Audit

6.1. Presentation of Financial Audit

Mr. Farmer presented the financial audit report.

7. Reports

7.1. Board Reports

Meet & Confer met and went over budget recommendations.
Preschool Policy Council Mrs. Garrett was not able to join virtually. There was no BOCES meeting to report on.

7.2. Superintendent's Report

Mrs. Cody shared her Superintendent's report.

8. Action Items

8.1. Salary Schedule Revisions

I approve to revise the director salary maximum to $120,000 and to include the custodian supervisor in the APTCH (Administrative/Professional/Technical Classified & Hourly) salary schedule. This motion, made by Lacy Garrett and seconded by Brandy Hansen, Carried.

Voting Detail:

Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Shawn Tadolini:	Yea
Derek Windsheimer:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

8.2. Personnel Report

I move to approve the personnel report as presented. This motion, made by Lacy Garrett and seconded by Shawn Tadolini, Carried.

Voting Detail:

Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Shawn Tadolini:	Yea
Derek Windsheimer:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

8.3. 2025 Fall Coach Recommendation for Hire

I move to approve the 2025 Fall sports coaches as presented. This motion, made by Bryson Miller and seconded by Brad Mortensen, Carried.

Voting Detail:

Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Shawn Tadolini:	Yea
Derek Windsheimer:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

8.4. Policies

I move that policy IC/ICA be granted final approval and, GCID be moved to a third and final reading. This motion, made by Lacy Garrett and seconded by Brandy Hansen, Carried.

Voting Detail:

Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Shawn Tadolini:	Yea
Derek Windsheimer:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

8.5. Audit/Assurances

I move that the Brush School District Board of Education approve the 2023-2024 financial audit report and assurances as presented. This motion, made by Brandy Hansen and seconded by Derek Windsheimer, Carried.

Voting Detail:

Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Shawn Tadolini:	Yea
Derek Windsheimer:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

9. Information Items

9.1. Board Work Session/Classroom Observations Thursday, March 20, 2025

9.2. Board Work Session/Classroom Observations Wednesday, March 26, 2025

9.3. Board Work Session, Monday, March 31, 2025

9.4. BOE Meeting, April 21, 2025 at District Office

10. Debrief

10.1. Clarification and/or Next Steps

10.2. Debrief

11. Adjournment

11.1. Meeting adjourned 7:38 pm

Minutes approved: April 21, 2025

Paul Chard, President
Board of Education

Secretary to the
Board of Education

Minutes Prepared by Lacey Smith
Regular Board Meeting Monday, March 17, 2025

Brush, Colorado

Brush, Colorado

Minutes Prepared by Lacey Smith
Regular Board Meeting Monday, March 17, 2025

Brush School District RE-2J
Board of Education – Special Meeting Minutes
Monday, March 31, 2025
Brush CO

Work Session beginning at 6:00 pm.
President Paul Chard called the meeting to order at 9:11 pm

Attendance:

Shawn Tadolini:	Absent
Derek Windsheimer:	Absent
Lacy Garrett:	Present
Brandy Hansen:	Present
Bryson Miller:	Present
Brad Mortensen:	Present
Paul Chard:	Present

1. Opening Meeting

1.1. Call to Order

1.2. Roll Call

1.3. Pledge of Allegiance

2. Approval/Modification of Agenda

I move to adopt the agenda. This motion, made by Bryson Miller and seconded by Brad Mortensen, Carried.

Voting Detail:

Shawn Tadolini:	Absent
Derek Windsheimer:	Absent
Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 2

3. Action Items

3.1. NV5 Contract

I move to approve the NV5 contract. This motion, made by Lacy Garrett and seconded by Brandy Hansen, Carried.

Voting Detail:

Shawn Tadolini:	Absent
Derek Windsheimer:	Absent
Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 2

3.2. Construction Design Model

I move to approve the construction design model for the BEST HVAC project to be a design build. This motion, made by Bryson Miller and seconded by Brad Mortensen, Carried.

Voting Detail:

Shawn Tadolini:	Absent
Derek Windsheimer:	Absent
Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 2

3.3. HVAC Storm Damage Analysis Invoice

I move to approve the HVAC Storm Damage Analysis Invoice for the work completed so far in the amount of $12,192.00. This motion, made by Lacy Garrett and seconded by Brandy Hansen, Carried.

Voting Detail:

Shawn Tadolini:	Absent
Derek Windsheimer:	Absent

Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 2

3.4. Personnel Report

I move to approve the personnel report. This motion, made by Brad Mortensen and seconded by Brandy Hansen, Carried.

Voting Detail:

Shawn Tadolini:	Absent
Derek Windsheimer:	Absent
Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 2

3.5. ADA Door Quotes

I move to approve the ADA door installation at Thomson Primary and Beaver Valley for a total of $16,299.16. This motion, made by Lacy Garrett and seconded by Brandy Hansen, Carried.

Voting Detail:

Shawn Tadolini:	Absent
Derek Windsheimer:	Absent
Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 2

3.6. Repeater Proposal

I move to approve the repeater proposal for $16,885.31. This motion, made by Brandy Hansen and seconded by Lacy Garrett, Carried

Voting Detail:

Shawn Tadolini:	Absent
Derek Windsheimer:	Absent
Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 2

3.7. Harper-Brawner LLC/TEI Invoice

I move to approve the payment to TEI for $3,013.08 and Harper-Brawner LLC for $53,761.59. This motion, made by Lacy Garrett, the motion died for a lack of a second.

Discussion: There was a discussion regarding clarifications on the invoices.

Mrs. Lacy Garrett reinstated her motion: I move to approve the payment to TEI for $3,013.08 and Harper-Brawner LLC for $53,761.59.

This motion, made by Lacy Garrett and seconded by Brandy Hansen, Carried.

Voting Detail:

Shawn Tadolini:	Absent
Derek Windsheimer:	Absent
Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 2

3.8. Online Banking Access

I move to approve Keith Yaich to have online banking access to all Brush School District accounts. This motion, made by Brad Mortensen and seconded by Brandy Hansen, Carried.

Discussion: It was clarified that Mr. Yaich would not be a signer on any Brush School District account, he would just be able to view the bank statements.

Voting Detail:

Shawn Tadolini:	Absent
Derek Windsheimer:	Absent
Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 2

3.9. Board of Education Secretary
I move to approve Lacey Smith as the secretary to the Board of Education for Brush School District. This motion, made by Lacy Garrett and seconded by Brad Mortensen, Carried.
Discussion: Mr. Miller wanted to thank Mrs. Markvicka for all of her service over the years.

Voting Detail:

Shawn Tadolini:	Absent
Derek Windsheimer:	Absent
Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 2

3.10. Designated Election Official
I move to approve Lacey Smith as the designated election official for Brush School District. This motion, made by Brandy Hansen and seconded by Bryson Miller, Carried.

Voting Detail:

Shawn Tadolini:	Absent
Derek Windsheimer:	Absent
Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 2

4.0 Adjournment

4.1. Meeting Adjourned at 9:32 pm

Minutes approved: April 21, 2025

Paul Chard, President
Board of Education
Brush, Colorado

Lacey Smith, Secretary to the
Board of Education
Brush, Colorado

Minutes Prepared By Lacey Smith
Special Board Meeting Monday, March 31, 2025

Brush School District RE-2J
Board of Education
Special Meeting Minutes
Friday, April 11, 2025
Brush CO

Special Board Meeting 6:30 AM
Mr. Chard called the meeting to order at 6:31am

Attendance:

Lacy Garrett:	Present
Brandy Hansen:	Present
Bryson Miller:	Present
Brad Mortensen:	Present
Shawn Tadolini:	Present
Derek Windsheimer:	Present
Paul Chard:	Present

1. Opening Meeting

1.1. Call to Order

1.2. Roll Call

1.3. Pledge of Allegiance

2. Approval/Modification of Agenda

I move to adopt the agenda. This motion, made by Brad Mortensen and seconded by Bryson Miller, Carried.

Voting Detail:

Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Shawn Tadolini:	Yea
Derek Windsheimer:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

3. Superintendent's Report

Mrs. Cody shared her Superintendent's report with the board.

Mr. Miller directed Mrs. Cody to obtain an engagement letter from Mr. Brad Miller, attorney.

4. Action Items

4.1. Landscaping Contract

I move to approve the Groom & Bloom lawn care quote for $89,710.00. This motion, made by Brandy Hansen and seconded by Brad Mortensen, Carried.

Voting Detail:

Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Shawn Tadolini:	Yea
Derek Windsheimer:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

4.2. BSC Site Plan Invoice

I move to approve the Western Engineering invoice for the Brush Secondary Campus site plan for $11,050.00. This motion, made by Bryson Miller and seconded by Derek Windsheimer, Carried.

Voting Detail:

Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Shawn Tadolini:	Yea
Derek Windsheimer:	Yea
Paul Chard:	Yea

4.3. Design Build BOE Representative

I move to appoint Mr. Chard and Mrs. Hansen to be the board representatives for the NV5 Design Builder interview. This motion, made by Bryson Miller and seconded by Shawn Tadolini, Carried.

Voting Detail:

Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Shawn Tadolini:	Yea
Derek Windsheimer:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

4.4. UTV

I move to approve the purchase of a 2025 Polaris Ranger for $27,549.00. This motion, made by Brandy Hansen and seconded by Brad Mortensen, Carried.

Voting Detail:

Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Shawn Tadolini:	Yea
Derek Windsheimer:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

I move to amend the previous motion to approve the purchase of a 2025 Polaris Ranger for $27,549.00 and approve warranty. This motion, made by Brandy Hansen and seconded by Brad Mortensen, Carried.

Voting Detail:

Lacy Garrett:	Yea
Brandy Hansen:	Yea
Bryson Miller:	Yea
Brad Mortensen:	Yea
Shawn Tadolini:	Yea

Derek Windsheimer: Yea
Paul Chard: Yea

Voting Summary: Yea: 7, Nay: 0

4.5. Updated Online Banking Access

I move to approve online banking access to Keith Yaich, this will include the ability to create ACH transactions. This motion, made by Brandy Hansen and seconded by Brad Mortensen, Carried.

Voting Detail:

Lacy Garrett: Yea
Brandy Hansen: Yea
Bryson Miller: Yea
Brad Mortensen: Yea
Shawn Tadolini: Yea
Derek Windsheimer: Yea
Paul Chard: Yea

Voting Summary: Yea: 7, Nay: 0

4.6. CHSAA Letter

I move to approve signing on to the title IX letter to CHSAA as Brush School District. This motion, made by Bryson Miller and seconded by Shawn Tadolini, Carried.

Voting Detail:

Lacy Garrett: Yea
Brandy Hansen: Yea
Bryson Miller: Yea
Brad Mortensen: Yea
Shawn Tadolini: Yea
Derek Windsheimer: Yea
Paul Chard: Yea

Voting Summary: Yea: 7, Nay: 0

5. Adjournment

5.1. Meeting adjourned at 7:22 am.

Minutes approved: April 21, 2025

Paul Chard, President
Board of Education
Brush, Colorado

Lacey Smith, Secretary to the
Board of Education
Brush, Colorado

Minutes Prepared by Lacey Smith
Special Board Meeting Friday, April 11, 2025

BRUSH SCHOOL DISTRICT NO. RE-2(J)

2025-2026

Salary Schedule: Certified

#REF!

		620	620	2,725	735	735	3,150
	BA	**BA+20**	**BA+40**	**MA**	**MA+20**	**MA+30**	**PHD**
Step 1	$45,000	$45,620	$46,240	$48,965	$49,700	$50,435	$53,585
Step 2	$45,675	$46,304	$46,934	$49,699	$50,446	$51,192	$54,389
Step 3	$46,360	$46,999	$47,638	$50,445	$51,202	$51,959	$55,205
Step 4	$47,056	$47,704	$48,352	$51,202	$51,970	$52,739	$56,033
Step 5	$47,761	$48,419	$49,077	$51,970	$52,750	$53,530	$56,873
Step 6	$48,478	$49,146	$49,814	$52,749	$53,541	$54,333	$57,726
Step 7	$49,205	$49,883	$50,561	$53,540	$54,344	$55,148	$58,592
Step 8	$49,943	$50,631	$51,319	$54,344	$55,159	$55,975	$59,471
Step 9	$50,692	$51,391	$52,089	$55,159	$55,987	$56,815	$60,363
Step 10	$51,453	$52,161	$52,870	$55,986	$56,826	$57,667	$61,269
Step 11	$51,453	$52,944	$53,663	$56,826	$57,679	$58,532	$62,188
Step 12	$51,453	$53,738	$54,468	$57,678	$58,544	$59,410	$63,120
Step 13	$51,453	$54,544	$55,285	$58,543	$59,422	$60,301	$64,067
Step 14	$51,453	$55,362	$56,115	$59,422	$60,314	$61,206	$65,028
Step 15	$51,453	$55,362	$56,956	$60,313	$61,218	$62,124	$66,004
Step 16	$51,453	$55,362	$57,811	$61,218	$62,137	$63,055	$66,994
Step 17	$51,453	$55,362	$58,678	$62,136	$63,069	$64,001	$67,999
Step 18	$51,453	$55,362	$59,558	$63,068	$64,015	$64,961	$69,019
Step 19	$51,453	$55,362	$59,558	$64,014	$64,975	$65,936	$70,054
Step 20	$51,453	$55,362	$59,558	$64,974	$65,949	$66,925	$71,105
Step 21	$51,453	$55,362	$59,558	$65,949	$66,939	$67,929	$72,171
Step 22	$51,453	$55,362	$59,558	$66,938	$67,943	$68,948	$73,254
Step 23	$51,453	$55,362	$59,558	$67,942	$68,962	$69,982	$74,353
Step 24	$51,453	$55,362	$59,558	$68,961	$69,996	$71,032	$75,468
Step 25	$51,453	$55,362	$59,558	$69,996	$71,046	$72,097	$76,600
Step 26	$51,453	$55,362	$59,558	$71,046	$72,112	$73,178	$77,749
Step 27	$51,453	$55,362	$59,558	$72,111	$73,194	$74,276	$78,915
Step 28	$51,453	$55,362	$59,558	$ 72,111	$74,292	$75,390	$80,099
Step 29	$51,453	$55,362	$59,558	$ 72,111	$75,406	$76,521	$81,300
Step 30	$51,453	$55,362	$59,558	$ 72,111	$76,537	$77,669	$82,520
Step 31	$51,453	$55,362	$59,558	$ 72,111	$76,537	$78,834	$83,758
Step 32	$51,453	$55,362	$59,558	$ 72,111	$76,537	$80,016	$85,014
Step 33	$51,453	$55,362	$59,558	$ 72,111	$76,537	$81,217	$86,289
Step 34	$51,453	$55,362	$59,558	$ 72,111	$76,537	$82,435	$87,584
Step 35	$51,453	$55,362	$59,558	$ 72,111	$76,537	$82,435	$88,897

1.5% Increase for Each Step

Sub Rate: **$180/day**

Base (25-26)	45,000
Base (25-26)	162
Base (24-25)	45,000
Base (24-25)	162
Base (23-24)	42,000
Base (23-24)	165
Base (22-23)	39,000
Base (22-23)	183

1. Effective July 1, 2021 allowance for outside teaching experience will be a full increment for each year with no limitation.
2. Salaries are based on 8.5 hours per day.
3. Horizontal increments will be awarded 9/1 and 1/1 upon evidence of completion of required hours. Hours must be presented and accepted in accordance with Policy GCBA-R in order to qualify for the horizontal increment.
4. College credits are based on semester hour units.
5. Teachers substituting for other teachers shall be paid $21.00 per class period.
6. No step increase is given once the maximum step is reached. However, a change in the base would change the maximum step.
7. The district has the right to withhold pay from a teacher who has an expired license.
8. Extra Duty hourly rate for summer school, off contract training, committee work, and other areas approved by Superintendent will be paid at $30.00 for certified staff and current pay rate of classified staff.

BRUSH SCHOOL DISTRICT NO. RE-2(J)

2025-2026

Salary Schedule: Administrative/Professional/Technical

Classified Hourly

#REF!

	Days	Hrs/Day	Min	Mid	Max		# positions in each
Elementary School Asst Principal	190	8.5	68,000	81,000	94,000		2
Elementary Principal, High School Assistant Principal, Middle School Assistant Principal, Athletic Director	196	8.5	78,000	89,000	100,000		5
Preschool Director	196	8.5	70,000	82,500	95,000		1
Preschool/Daycare Assistant Director	190	8.5	40,000	55,000	70,000		1
Principal of Secondary Schools	202	8.5	95,000	107,500	120,000		1
Director of Curriculum, Instruction, Assessment & Data	222	8	75,000	91,500	108,000		1
Finance Director	220	8	80,000	105,000	130,000		1
Maintenance Director, Transportation Director, Technology Director	260	8	68,000	89,000	110,000		5
Instructional Paraprofessional	162	8.5	30,000	36,000	42,000		20
District Nurse	170	8.5	65,000	77,500	90,000		1

1. Employees will be frozen when they reach the maximum amount unless the salary schedule is changed.

2. Allowance for outside experience will be weighed in up to the mid range as a starting point for such candidates with experience.

3. When an employee on this schedule holds an advanced degree or certification, the superintendent has the discretion, with Board approval, to place the employee on the appropriate step.

	Days		Min	Mid	Max		
Non-licensed Bus Drivers, Paraprofessionals, Health Clerk, Custodians, Kitchen Manager; Clerical, Registrar, Preschool Co-Teacher, Preschool Floater, Child Care Specialists	Hourly		15.00	22.50	30.00		Days based per employee Contract
Accounts Payable, Maintenance, Mechanic, Systems Specialist, Human Resources/Payroll, Transportation Route Scheduler, Preschool Teacher(noncert), IT Tech, Administrative Assistant, Financial Secretary, Custodial Supervisor	Hourly		18.00	26.50	35.00		Days based per employee Contract

1. Allowance for outside experience will be weighed up to the mid range as a starting point.
2. Substitutes shall be paid at a rate equal to Minimum wage
3. Employees will be frozen when they reach the maximum amount unless the salary schedule is changed.
4. Summer help paid at minimum wage (plus experience)

Brush School District

2025-2026

Stipend Schedule: Non-Athletic

	BHS Stipends			BMS Stipends			BV Stipends			TPS Stipends			Distict Stipends		
	Number	%	Amt	Number	%	Amt	Number	%	Amt	Number	%	Amt	Number	%	Amt
FBLA Sponsor	1	11%	$ 4,950												
Assist FBLA Sponsor	1	2%	$ 900												
FCCLA Sponsor	1	11%	$ 4,950												
Voc Ed Sponsor	1	14%	$ 6,300												
FFA Sponsor	1	11%	$ 4,950												
Assist FFA Sponsor	1	6%	$ 2,700												
Junior Class Sponsor	3	3%	$ 4,050												
Senior Class Co-Sponsors	5	1%	$ 2,250												
High School Concessions	1	8%	$ 3,600												
Weight Room	1	3%	$ 1,350												
Sports Tech Assist	1	4%	$ 1,800												
Instrumental & Vocal Music	1	11%	$ 4,950	1	11%	$ 4,950									
Archery							1	2%	$ 900						
Newspaper/Yearbook	1	3%	$ 1,350	1	3%	$ 1,350	1	2%	$ 900						
Student Council	1	6%	$ 2,700	1	3%	$ 1,350	1	2%	$ 900						
Student Council Asst	1	2%	$ 900	1	2%	$ 900									
Drama Theatre	1	11%	$ 4,950												
Drama Theatre Asst	1	9%	$ 4,050												
Science Fair Sponsor	1	12%	$ 5,400	1	10%	$ 4,500	1	1%	$ 450						
Science Fair Sponsor Asst	1	10%	$ 4,500												
GT	1	6%	$ 2,700												
Event Video production	1	5%	$ 2,250												
District Safety Coordinator (plus 8 PD days)													1	2%	$ 900
Mentor													20	1%	$ 9,000
Special Olympics Sponsor													1	2%	$ 900
ELL Coordinator													1	4%	$ 1,800
ELL Asst. Coordinator													1	2%	$ 900
Curriculum Council *400 max pay based on attendance													6	2%	$ 5,400
READ Plans	1	2%	$ 900	1	2%	$ 900	1	2%	$ 900	1	2%	$ 900			
Technology Student Association	1	5%	$ 2,250												
Catering	1	11%	$ 4,950												
Catering Asst	1	5%	$ 2,250												
Food Truck	1	11%	$ 4,950												
BEET Pile	1	5%	$ 2,250												
Theatre Manager	1	5%	$ 2,250												
Theatre Asst	1	3%	$ 1,350												
	Base		$ 45,000												
		1%	$ 450												
		2%	$ 900												
		3%	$ 1,350												
		4%	$ 1,800												
		5%	$ 2,250												
		6%	$ 2,700												
		7%	$ 3,150												
		8%	$ 3,600												
		9%	$ 4,050												
		10%	$ 4,500												
		11%	$ 4,950												
		12%	$ 5,400												
		13%	$ 5,850												
		14%	$ 6,300												
		15%	$ 6,750												

Brush School District

2025-2026

Stipend Schedule: Bus Drivers

#REF!

DAILY BASE RATE (based on 5 hour schedule) *	$100-$135
MILEAGE RATE - all drivers per mile	$ 0.140
ACTIVITY TRIPS per hour	$ 20.00
SUBSTITUTES - One-half daily rate each a.m. and p.m. plus mileage	$ 50.00

* Daily base rate = $20.00 per hour

OTHER CONSIDERATIONS:

1. A driver who misses their normal run due to an activity trip shall be compensated at the daily base rate plus the hourly rate for hours worked outside of the normal run time.

2. All regular drivers shall be scheduled for the number of student days. If a driver is prohibited from making their normal run due to an activity trip or weather conditions, said driver shall be compensated based upon the daily rate plus average daily miles for that route.

3. The District shall pay $15.00 per meal when drivers are on out-of-district activity trips. In order to receive three (3) meals per day, driver must log twelve (12) hours and depart prior to 6:00 a.m. and return after 6:00 p.m.; two meals, 6:00 a.m.- 12p.m. or 12:00 -6:00 p.m. One meal shall be paid at any time a driver is out of town during normal meal times.

4. Substitute drivers driving for activity trips shall be paid at the appropriate hourly activity rate. When they drive a route they will receive a full daily base rate for a full day or one half of the daily base rate for a half day or less and mileage at the above rate for the route miles driven.

Brush School District

2025-2026

Stipend Schedule: Athletic Coaches

High School Head Coaches	% to Base	Girls Basketball	% to Base	Boys Basketball	% to Base	Football	% to Base	Wrestling	% to Base	Volleyball	% to Base	Cheerleading	% to Base	Baseball	% to Base	Softball	% to Base	Girls Golf	% to Base	Girls Wrestling	% to Base	Cross Country	% to Base	Track	% to Base	Boys Golf	% to Base	Girls Tennis	% to Base	Esports
Year 1	11	$4,950	11	$4,950	11	$4,950	9	$4,050	9	$4,050	9	$4,050	9	$4,050	8	$3,600	7	$3,150	9	$4,050	7	$3,150	8	$3,600	5	$2,250	7	$3,150	5	$2,250
Year 2	11	$4,950	11	$4,950	11	$4,950	9	$4,050	9	$4,050	9	$4,050	9	$4,050	8	$3,600	7	$3,150	9	$4,050	7	$3,150	8	$3,600	5	$2,250	7	$3,150	5	$2,250
Year 3	11	$4,950	11	$4,950	11	$4,950	9	$4,050	9	$4,050	9	$4,050	9	$4,050	8	$3,600	7	$3,150	9	$4,050	7	$3,150	8	$3,600	5	$2,250	7	$3,150	5	$2,250
Year 4	12	$5,400	12	$5,400	12	$5,400	10	$4,500	10	$4,500	10	$4,500	10	$4,500	9	$4,050	8	$3,600	10	$4,500	8	$3,600	9	$4,050	6	$2,700	8	$3,600	6	$2,700
Year 5	12	$5,400	12	$5,400	12	$5,400	10	$4,500	10	$4,500	10	$4,500	10	$4,500	9	$4,050	8	$3,600	10	$4,500	8	$3,600	9	$4,050	6	$2,700	8	$3,600	6	$2,700
Year 6	12	$5,400	12	$5,400	12	$5,400	10	$4,500	10	$4,500	10	$4,500	10	$4,500	9	$4,050	8	$3,600	10	$4,500	8	$3,600	9	$4,050	6	$2,700	8	$3,600	6	$2,700
Year 7	13	$5,850	13	$5,850	13	$5,850	11	$4,950	11	$4,950	11	$4,950	11	$4,950	10	$4,500	9	$4,050	11	$4,950	9	$4,050	10	$4,500	7	$3,150	9	$4,050	7	$3,150
Year 8	13	$5,850	13	$5,850	13	$5,850	11	$4,950	11	$4,950	11	$4,950	11	$4,950	10	$4,500	9	$4,050	11	$4,950	9	$4,050	10	$4,500	7	$3,150	9	$4,050	7	$3,150
Year 9	13	$5,850	13	$5,850	13	$5,850	11	$4,950	11	$4,950	11	$4,950	11	$4,950	10	$4,500	9	$4,050	11	$4,950	9	$4,050	10	$4,500	7	$3,150	9	$4,050	7	$3,150
Year 10 plus	14	$6,300	14	$6,300	14	$6,300	12	$5,400	12	$5,400	12	$5,400	12	$5,400	11	$4,950	10	$4,500	12	$5,400	10	$4,500	11	$4,950	8	$3,600	10	$4,500	8	$3,600

High School Assistant Coaches	% to Base	Girls Basketball	% to Base	Boys Basketball	% to Base	Football	% to Base	Wrestling	% to Base	Volleyball	% to Base	Cheerleading	% to Base	Baseball	% to Base	Softball	% to Base	Girls Golf	% to Base	Girls Wrestling	% to Base	Cross Country	% to Base	Track	% to Base	Boys Golf	% to Base	Girls Tennis	% to Base	Strength & Conditioning
Year 1	7	$3,150	7	$3,150	7	$3,150	7	$3,150	7	$3,150	4	$1,800	6	$2,700	6	$2,700	4	$1,800	n/a		6	$2,700	6	$2,700	4	$1,800	5	$2,250	n/a	
Year 2	7	$3,150	7	$3,150	7	$3,150	7	$3,150	7	$3,150	4	$1,800	6	$2,700	6	$2,700	4	$1,800	n/a		6	$2,700	6	$2,700	4	$1,800	5	$2,250	n/a	
Year 3	7	$3,150	7	$3,150	7	$3,150	7	$3,150	7	$3,150	4	$1,800	6	$2,700	6	$2,700	4	$1,800	n/a		6	$2,700	6	$2,700	4	$1,800	5	$2,250	n/a	
Year 4	8	$3,600	8	$3,600	8	$3,600	8	$3,600	8	$3,600	5	$2,250	7	$3,150	7	$3,150	5	$2,250	n/a		7	$3,150	7	$3,150	5	$2,250	6	$2,700	n/a	
Year 5	8	$3,600	8	$3,600	8	$3,600	8	$3,600	8	$3,600	5	$2,250	7	$3,150	7	$3,150	5	$2,250	n/a		7	$3,150	7	$3,150	5	$2,250	6	$2,700	n/a	
Year 6	8	$3,600	8	$3,600	8	$3,600	8	$3,600	8	$3,600	5	$2,250	7	$3,150	7	$3,150	5	$2,250	n/a		7	$3,150	7	$3,150	5	$2,250	6	$2,700	n/a	
Year 7	9	$4,050	9	$4,050	9	$4,050	9	$4,050	9	$4,050	6	$2,700	8	$3,600	8	$3,600	6	$2,700	n/a		8	$3,600	8	$3,600	6	$2,700	7	$3,150	n/a	
Year 8	9	$4,050	9	$4,050	9	$4,050	9	$4,050	9	$4,050	6	$2,700	8	$3,600	8	$3,600	6	$2,700	n/a		8	$3,600	8	$3,600	6	$2,700	7	$3,150	n/a	
Year 9	9	$4,050	9	$4,050	9	$4,050	9	$4,050	9	$4,050	6	$2,700	8	$3,600	8	$3,600	6	$2,700	n/a		8	$3,600	8	$3,600	6	$2,700	7	$3,150	n/a	
# of Coaches		2 coaches		2 coaches		5 coaches		2 coaches		2 coaches				2 coaches		2 coaches						1 coach		3 coaches					
Athletes per		10/coach		10/coach		11/coach		10/coach		10/coach				10/coach		10/coach						15/coach		15/coach					
Levels		3 levels		3 levels		3 levels		3 levels		3 levels				3 levels		3 levels						2 levels		2 levels					

Middle School Head Coaches	% to Base	Girls Basketball	% to Base	Boys Basketball	% to Base	Football	% to Base	Wrestling	% to Base	Volleyball	% to Base	Cheerleading	% to Base	Baseball	% to Base	Softball	% to Base	Girls Golf	% to Base	Girls Wrestling	% to Base	Cross Country	% to Base	Track	% to Base	Boys Golf	% to Base		% to Base	Strength & Conditioning
Year 1	6	$2,700	6	$2,700	6	$2,700	6	$2,700	6	$2,700	n/a		n/a		n/a		n/a		n/a		6	$2,700	6	$2,700	n/a				n/a	
Year 2	6	$2,700	6	$2,700	6	$2,700	6	$2,700	6	$2,700	n/a		n/a		n/a		n/a		n/a		6	$2,700	6	$2,700	n/a				n/a	
Year 3	6	$2,700	6	$2,700	6	$2,700	6	$2,700	6	$2,700	n/a		n/a		n/a		n/a		n/a		6	$2,700	6	$2,700	n/a				n/a	
Year 4	7	$3,150	7	$3,150	7	$3,150	7	$3,150	7	$3,150	n/a		n/a		n/a		n/a		n/a		7	$3,150	7	$3,150	n/a				n/a	
Year 5	7	$3,150	7	$3,150	7	$3,150	7	$3,150	7	$3,150	n/a		n/a		n/a		n/a		n/a		7	$3,150	7	$3,150	n/a				n/a	
Year 6	7	$3,150	7	$3,150	7	$3,150	7	$3,150	7	$3,150	n/a		n/a		n/a		n/a		n/a		7	$3,150	7	$3,150	n/a				n/a	
Year 7	8	$3,600	8	$3,600	8	$3,600	8	$3,600	8	$3,600	n/a		n/a		n/a		n/a		n/a		8	$3,600	8	$3,600	n/a				n/a	
Year 8	8	$3,600	8	$3,600	8	$3,600	8	$3,600	8	$3,600	n/a		n/a		n/a		n/a		n/a		8	$3,600	8	$3,600	n/a				n/a	

Year 9	8	$3,600	8	$3,600	8	$3,600	8	$3,600	8	$3,600	n/a		n/a		n/a		n/a		n/a		8	$3,600	8	$3,600	n/a				n/a	
Year 10 plus	9	$4,050	9	$4,050	9	$4,050	9	$4,050	9	$4,050	n/a		n/a		n/a		n/a		n/a		9	$4,050	9	$4,050	n/a				n/a	

Middle School	Base	Girls Basketball	Base	Boys Basketball	Base	Football	Base	Wrestling	Base	Volleyball	Base	Cheerleading	Base	Baseball	Base	Softball	Base	Girls Golf	Base	Girls Wrestling	Base	Cross Country	Base	Track	Base	Boys Golf	Base		Base	Strength &
Year 1	5	$2,250	5	$2,250	5	$2,250	5	$2,250	5	$2,250	n/a		n/a		n/a		n/a		n/a		5	$2,250	5	$2,250	n/a				n/a	
Year 2	5	$2,250	5	$2,250	5	$2,250	5	$2,250	5	$2,250	n/a		n/a		n/a		n/a		n/a		5	$2,250	5	$2,250	n/a				n/a	
Year 3	5	$2,250	5	$2,250	5	$2,250	5	$2,250	5	$2,250	n/a		n/a		n/a		n/a		n/a		5	$2,250	5	$2,250	n/a				n/a	
Year 4	6	$2,700	6	$2,700	6	$2,700	6	$2,700	6	$2,700	n/a		n/a		n/a		n/a		n/a		6	$2,700	6	$2,700	n/a				n/a	
Year 5	6	$2,700	6	$2,700	6	$2,700	6	$2,700	6	$2,700	n/a		n/a		n/a		n/a		n/a		6	$2,700	6	$2,700	n/a				n/a	
Year 6	6	$2,700	6	$2,700	6	$2,700	6	$2,700	6	$2,700	n/a		n/a		n/a		n/a		n/a		6	$2,700	6	$2,700	n/a				n/a	
Year 7	7	$3,150	7	$3,150	7	$3,150	7	$3,150	7	$3,150	n/a		n/a		n/a		n/a		n/a		7	$3,150	7	$3,150	n/a				n/a	
Year 8	7	$3,150	7	$3,150	7	$3,150	7	$3,150	7	$3,150	n/a		n/a		n/a		n/a		n/a		7	$3,150	7	$3,150	n/a				n/a	
Year 9	7	$3,150	7	$3,150	7	$3,150	7	$3,150	7	$3,150	n/a		n/a		n/a		n/a		n/a		7	$3,150	7	$3,150	n/a				n/a	
# of Coaches		3 coaches		3 coaches		3 coaches		1 coach		2 coaches												1 coach		3 coaches						
Athletes per		10-12/coach		10-12/coach		10-12/coach		10-12/coach		12-15/coach												10/coach		15/coach						
Levels		3 levels, 2 grades		3 levels, 2 grades		7th grade 8th		Combined		3 levels, 2 grades												Combined		Combined						

		Percentage of Base	
Stipends are computed on base teachers pay.	$45,000	1.00	$450
		2.00	$900
		3.00	$1,350
A one percent (1%) increase will be added after a head coach has three years of coaching in the same sport with a maximum of three increments or three percent (3%).		4.00	$1,800
		5.00	$2,250
		6.00	$2,700
Assistant coaches will be given the same increase of one percent (1%) for each three years of coaching the same sport with a maximum of two percent (2%).		7.00	$3,150
		8.00	$3,600
		9.00	$4,050
For the purpose of this schedule all percentages shall be based on the beginning certified teacher's salary base of a bachelor's degree with no experience.		10.00	$4,500
		11.00	$4,950
		12.00	$5,400
		13.00	$5,850
		14.00	$6,300

Brush School District RE-2J
Board of Education
527 Industrial Park Road
Brush, CO 80723
April 21, 2025 Personnel Report

Personnel Items

1. Approve Richard Gutierrez as BHS assistant football coach.
2. Approve Melissa Riggs transfer from BV Substitute to BV 3rd grade teacher for the 25-26 school year.
3. Approve Yanesia Downing-Long as district substitute teacher.
4. Approve Sarah Peggram as Beaver Valley Special Education teacher for the 25-26 school year.
5. Approve transfer of Laura Ornelas from custodian to Custodian Supervisor
6. Approve transfer of Janel Strasser Paraprofessional from Beaver Valley to Brush Middle School.

Retirement

1. Accept retirement resignation of Darline Miner as Brush Secondary Campus Music teacher at the end of the 24-25 school year and return as critical shortage retiree for the 25-26 school year.
2. Accept retirement resignation of Saundra Davis as Thomson Primary Kindergarten Intervention Teacher at the end of the 24-25 school year and return as critical shortage retiree for the 25-26 school year.

Resignation

1. Accept resignation of Sandy Markvicka as Interim Director of Finance and approve to return for 25-26 school year as a finance consultant.