

Regular Board Meeting
Monday, April 21, 2025 6:00 PM Mountain

District Office
527 Industrial Park Road
Brush, CO 80723

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

Present: 7.

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
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

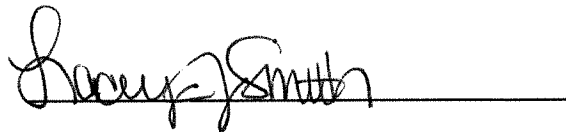
11. Adjournment

- 11.1. Meeting adjourned 7:38 pm

Minutes approved: April 21, 2025



Paul Chard, President
Board of Education



Secretary to the
Board of Education

Brush, Colorado

Brush, Colorado

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

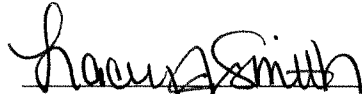
4.0 Adjournment

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

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

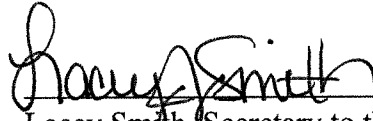
5. Adjournment

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

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	1.5% Increase for Each Step
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	Sub Rate: \$180/day
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	Base (25-26) 45,000
Step 6	\$48,478	\$49,146	\$49,814	\$52,749	\$53,541	\$54,333	\$57,726	Base (25-26) 162
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	Base (24-25) 45,000
Step 9	\$50,692	\$51,391	\$52,089	\$55,159	\$55,987	\$56,815	\$60,363	Base (24-25) 162
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	Base (23-24) 42,000
Step 12	\$51,453	\$53,738	\$54,468	\$57,678	\$58,544	\$59,410	\$63,120	Base (23-24) 165
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	Base (22-23) 39,000
Step 15	\$51,453	\$55,362	\$56,956	\$60,313	\$61,218	\$62,124	\$66,004	Base (22-23) 183
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. 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(I)

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	
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	2025-2026
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Stipend Schedule: Non-Athletic

[illegible]

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		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to Base		% to 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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	Girls Tennis	% 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		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		9	\$4,050	9	\$4,050	n/a				n/a	

Middle School	Yr	Girls Basketball	Yr	Boys Basketball	Yr	Football	Yr	Wrestling	Yr	Volleyball	Yr	Cheerleading	Yr	Baseball	Yr	Softball	Yr	Girls Golf	Yr	Girls Wrestling	Yr	Cross Country	Yr	Track	Yr	Boys Golf	Yr		Yr	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.