

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, March 16, 2026, 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 02.23.2026 & 03.02.2026
 - 3.2. Disbursement Listing 02.01.2026 - 02.28.2026
 - 3.3. Operating Statement 02.01.2026 - 02.28.2026
4. Celebrations
5. Curriculum, Instruction, Data, and Assessment Report
6. Reports
 - 6.1. Financial Report
 - 6.2. Board Reports
7. Executive Session
 - 7.1. Pursuant to C.R.S. Section 24-6-402(4)(b) to receive legal advice from the School District's attorney Steve Overall regarding: (1) the lawsuit styled Brush School District RE-2J versus Rocky Mountain Construction Company and MDZ Roofing, Morgan County District Court, Case No. 2025cv20049; and (2) the hail damage claim with Selective Insurance Company; and (3) the status of the Thomson Primary School construction projects, (4) change order to include Beaver Valley windows. Also in attendance will be Superintendent Marsha Cody, Lacey Smith and Jamey Lorenzini.
8. Superintendent's Report
9. Community Comment
10. Action Items
 - 10.1. Alma
 - 10.2. Curriculum

- 10.3. Personnel Report
- 10.4. Personnel Report #2
- 10.5. 2026–2027 Abolished & Transitioned Positions
- 10.6. 2026-2027 Salary Schedules
- 10.7. Resolution 2026-03 - To Authorize Administration Rights and Establish Procedures for the 2026-2027 District Health Insurance Plan
- 10.8. Brokerage Services Agreement
- 10.9. Insurance Roof Repair — Additional Scope Add Service Request
- 10.10. TPS Windows Purchased with Funds from Insurance
- 10.11. BVE Windows purchased with insurance funds
- 10.12. Civil Engineering utilizing Foundation Funds
- 10.13. Civil Engineering for BSC Site Plan & Northeast Pond
- 10.14. Join Social Media Youth Mental Health Litigation
- 10.15. ERate Network Update
- 10.16. Auditorium/Arena Audio Upgrade Funded by Needham and Petteys Foundations
- 10.17. Policies
11. Information Items
 - 11.1. Work Session, Monday, April 6, 2026, at 6:00 pm
 - 11.2. BOE Retreat April 11, 2026 at 8:00 am
 - 11.3. Next BOE Meeting April 20, 2026 at 6:00 pm
12. Debrief
 - 12.1. Clarification and/or Next Steps
13. Adjournment
 - 13.1. Meeting Adjourn

**Brush School District RE-2J
Board of Education – Minutes
Monday, February 23, 2026
Brush CO**

Regular Board Meeting 6:00 PM

Lacy Garrett:	Present
April Hess:	Present
Jason Holdren:	Present
Bryson Miller:	Present
Nichole Stone:	Present
Shawn Tadolini:	Present
Paul Chard:	Present

1. Opening Meeting

President Chard called the meeting to order at 6:00 pm.

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 Shawn Tadolini and seconded by Lacy Garrett, Carried.

Voting Detail:

Lacy Garrett:	Yea
April Hess:	Yea
Jason Holdren:	Yea
Bryson Miller:	Yea
Nichole Stone:	Yea
Shawn Tadolini:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

3. Consent Agenda

I move to approve the consent agenda. This motion, made by Nichole Stone and seconded by April Hess, Carried.

Voting Detail:

Lacy Garrett:	Yea
April Hess:	Yea
Jason Holdren:	Yea
Bryson Miller:	Yea
Nichole Stone:	Yea
Shawn Tadolini:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

3.1. BOE Minutes 01/19/2026

3.2. Disbursement Listing 01/01/2026 - 01/31/2026

3.3. Operating Statement 01/01/2026 - 01/31/2026

3.4. Cash Balances 01/01/2026 - 01/31/2026

4. Celebrations

Congratulations to the Brush High School Wrestling team! Ritchie Bruno earned 3X State Champion and 3A Wrestler of the Year honors, Austin Ley placed 2nd, and seven Beetdiggers qualified for state wrestling. In basketball, Eric Rico became the first Brush Beetdigger in over 20 years to record 100+ assists in back-to-back seasons while leading the conference in assists per game. Lastly, Anthony Lopez was selected to perform in the Northern Colorado Combined League Honor Band. Congratulations to all!

5. DAAC Report

Mrs. Bolinger shared the DAAC report.

6. Reports

6.1. Financial Report

In Mr. Yaich's absence, Mrs. Cody presented his financial report.

6.2. Board Reports

Preschool Policy Council: Registration for the 2026-27 school year is underway for new and returning students.

DAAC: Budget and insurance options were reviewed and discussed.

Ag Advisory: The FFA Oyster Fry is scheduled for March 19, 2026.

Water Shares: Annual meetings were attended; no significant changes to report.

7. Superintendent's Report

Mrs. Cody shared her superintendent's report.

8. Community Comment

9. Action Items

9.1. 2026-2027 Administration Structure

I move to approve the proposed 2026-2027 administrative structure for Brush Secondary Campus, transitioning from the current model of one BSC Principal and two Assistant Principals to a restructured model consisting of one BHS Principal, one BMS Principal, and one Secondary Dean. This motion, made by Lacy Garrett and seconded by Jason Holdren, Carried.

Voting Detail:

Lacy Garrett:	Yea
April Hess:	Yea
Jason Holdren:	Yea
Bryson Miller:	Yea
Nichole Stone:	Yea
Shawn Tadolini:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

9.2. Personnel Report

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

Voting Detail:

Lacy Garrett:	Yea
April Hess:	Yea
Jason Holdren:	Yea
Bryson Miller:	Yea

Nichole Stone: Yea
Shawn Tadolini: Yea
Paul Chard: Yea

Voting Summary: Yea: 7, Nay: 0

9.3. Addendum to Superintendent's Contract

I move to approve the addendum to the superintendent's contract. This motion, made by Nichole Stone and seconded by Bryson Miller, Carried.

Voting Detail:

Lacy Garrett: Yea
April Hess: Yea
Jason Holdren: Yea
Bryson Miller: Yea
Nichole Stone: Yea
Shawn Tadolini: Yea
Paul Chard: Yea

Voting Summary: Yea: 7, Nay: 0

9.4. Proposal for 3rd Party Material Testing & Inspection Services for TPS HVAC

I move to approve the Ninyo & Moore proposal for TPS HVAC project for 3rd Party Material Testing & Inspection Services. This motion, made by Lacy Garrett and seconded by Jason Holdren, Carried.

Voting Detail:

Lacy Garrett: Yea
April Hess: Yea
Jason Holdren: Yea
Bryson Miller: Yea
Nichole Stone: Yea
Shawn Tadolini: Yea
Paul Chard: Yea

Voting Summary: Yea: 7, Nay: 0

9.5. TPS Windows Purchased with Funds from Insurance

No motion was made for 9.5

9.6. Linq Financial Software & Abacus Financial Software Support

I move to approve the purchase of a Specialized Data Systems financial software subscription from EMS LINQ, LLC for \$15,000, effective through June 30, 2027, and further move to approve the quote for related financial software support from Abacus, LLC, not to exceed \$5,000. This motion, made by Bryson Miller and seconded by Shawn Tadolini, Carried.

Voting Detail:

Lacy Garrett:	Yea
April Hess:	Yea
Jason Holdren:	Yea
Bryson Miller:	Yea
Nichole Stone:	Yea
Shawn Tadolini:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

9.7. Purchase of Wrestling Mats with Foundation Funding

I move to approve the purchase of wrestling mats for \$19,475.28 paid for by the Petteys Foundation funds. This motion, made by April Hess and seconded by Bryson Miller, Carried.

Voting Detail:

Lacy Garrett:	Yea
April Hess:	Yea
Jason Holdren:	Yea
Bryson Miller:	Yea
Nichole Stone:	Yea
Shawn Tadolini:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

9.8. Bank of Colorado CDs (Scholarship)

I move to close out the Anderson and Christensen scholarship CDs at Bank of Colorado and move the funds to the NOCO Foundation. This motion, made by Jason Holdren and seconded by April Hess, Carried.

Voting Detail:

Lacy Garrett:	Yea
April Hess:	Yea

Jason Holdren: Yea
Bryson Miller: Yea
Nichole Stone: Yea
Shawn Tadolini: Yea
Paul Chard: Yea

Voting Summary: Yea: 7, Nay: 0

9.9. Griggs Scholarship

I move for the Griggs Scholarship to be transferred to the NOCO Foundation in the amount of \$157,985.85 out of fund 27. This motion, made by Lacy Garrett and seconded by Shawn Tadolini, Carried.

Voting Detail:

Lacy Garrett: Yea
April Hess: Yea
Jason Holdren: Yea
Bryson Miller: Yea
Nichole Stone: Yea
Shawn Tadolini: Yea
Paul Chard: Yea

Voting Summary: Yea: 7, Nay: 0

9.10. Colorado Homeschool Enrichment

I move to approve the revised MOU with the Colorado Homeschool Enrichment Program. This motion, made by Nichole Stone and seconded by April Hess, Carried.

Voting Detail:

Lacy Garrett: Yea
April Hess: Yea
Jason Holdren: Yea
Bryson Miller: Yea
Nichole Stone: Yea
Shawn Tadolini: Yea
Paul Chard: Yea

Voting Summary: Yea: 7, Nay: 0

9.11. Morgan County Interagency Oversight Group

I move to approve the Morgan County Interagency Oversight Group MOU for 2026-2027 as presented. This motion, made by April Hess and seconded by Nichole Stone, Carried.

Voting Detail:

Lacy Garrett:	Yea
April Hess:	Yea
Jason Holdren:	Yea
Bryson Miller:	Yea
Nichole Stone:	Yea
Shawn Tadolini:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

9.12. Policies

I move for policies DN, IJOC, IJOC-E1, IJOC-E2 and IJOC-E3 be granted final approval and policies GCFA, DAC and DH be moved to a third and final reading. This motion, made by Lacy Garrett and seconded by Shawn Tadolini, Carried.

Voting Detail:

Lacy Garrett:	Yea
April Hess:	Yea
Jason Holdren:	Yea
Bryson Miller:	Yea
Nichole Stone:	Yea
Shawn Tadolini:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 7, Nay: 0

10. Information Items

10.1. Work Session, Monday, March 2, at 6:00 pm at Thomson Primary

10.2. Next BOE Meeting March 16, 2026 at 6:00 pm

11. Debrief

11.1. Clarification and/or Next Steps

Mr. Miller asked for Home Rule to be discussed at the next work session.

12. Adjournment

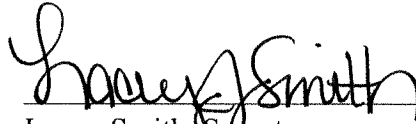
12.1. Meeting Adjourned

President Chard adjourned the meeting at 7:17 pm.

Minutes approved: March 16, 2026



Paul Chard, President
Board of Education
Brush, Colorado



Lacey Smith, Secretary
Board of Education
Brush, Colorado

**Brush School District RE-2J
Board of Education – Minutes
Monday, March 2, 2026
Brush CO**

Special Board Meeting immediately following the work session

Attendance:

Lacy Garrett:	Absent
April Hess:	Present
Jason Holdren:	Present
Bryson Miller:	Present
Nichole Stone:	Present
Shawn Tadolini:	Present
Paul Chard:	Present

1. Opening Meeting

1.1. Call to Order

President Chard called the meeting to order at 9:36 pm.

1.2. Roll Call

1.3. Pledge of Allegiance

2. Approval/Modification of Agenda

I move to adopt the agenda. This motion, made by Shawn Tadolini and seconded by April Hess, Carried.

Voting Detail:

Lacy Garrett:	Absent
April Hess:	Yea
Jason Holdren:	Yea
Bryson Miller:	Yea
Nichole Stone:	Yea
Shawn Tadolini:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

3. Superintendent's Report

Mrs. Cody shared her superintendent's report.

3.1. First Reading of Policy

4. Action Items

4.1. 2026-2027 Brush School District Academic Calendar Revision

I move to approve the revision of the Brush School District Academic calendar for 2026-2027 to align spring break with MCC. This motion, made by Nichole Stone and seconded by Shawn Tadolini, Carried.

Voting Detail:

Lacy Garrett:	Absent
April Hess:	Yea
Jason Holdren:	Yea
Bryson Miller:	Yea
Nichole Stone:	Yea
Shawn Tadolini:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

4.2. Personnel

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

Voting Detail:

Lacy Garrett:	Absent
April Hess:	Yea
Jason Holdren:	Yea
Bryson Miller:	Yea
Nichole Stone:	Yea
Shawn Tadolini:	Yea
Paul Chard:	Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

5. Debrief

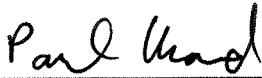
5.1. Clarification and/or Next Steps

6. Adjournment

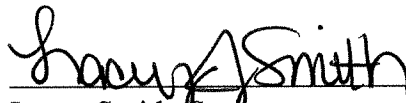
6.1. Meeting Adjourned

President Chard adjourned the meeting at 9:42 pm.

Minutes approved: March 16, 2026



Paul Chard, President
Board of Education
Brush, Colorado



Lacey Smith, Secretary
Board of Education
Brush, Colorado

Curriculum, Instruction, Data, and Assessment (CIDA) Update

Curriculum Developments

Curriculum Recommendations

- Heggerty Phonics at PK-**\$1181.6** for a one-time purchase of resources and **\$850** for Professional Development
- Social Studies-BSC Grades 6-12
Social Studies-TCi Bring Learning Alive! **\$60,211.85** and The DBQ

Company-**\$4054.5**

HOLD for Approval in April

Science- 9-12 McGraw-Hill Inspire Science and 6-12 Gizmos \$5,517.85

- Overview of English Language Arts Curricular Resource Options for TPS and BVES
 - EL Education
 - CKLA

Budget Approval for March-**\$66297.95**

High Quality Instruction

Instructional Focus

District Observation Data-As of March 4, 2026

Student Learning Objectives and Measurable Outcomes

- Continuing to collect data on objectives and measurable outcomes during observations
 - 91.9% of observed classes have had posted objectives
 - 82.3% of those objectives were aligned to grade-level standards
 - 51.6% contained a measurable student outcome
 - 64.5% had lessons aligned to objectives

Student Engagement

- Current focus on active student engagement through speaking, writing, and/or performing

- We are looking for 90% of students engaged throughout the learning (during a 10-minute observation)
 - 72.6% of students were engaged in speaking, writing, and/or performing at least once
 - 32.3% of students were engaged throughout the lesson
- We are also looking for student engagement in grade-level writing
 - 18% of students were engaged in grade-level writing during a ten-minute observation

Data and Assessment

State Data Collections

Upcoming-Through the end of the year

- Postsecondary Workforce Readiness
- Report Card March
- Teacher Student Data Link
- Student Discipline
- Student End of Year
- Attendance
- Student Restrain and Seclusion
- Read-Literacy Programs and Assessments
- District Calendars
- Reduced Calendar Request
- Safe School Accreditation
- Prevent Harassment or Discrimination in School
- Staff Evaluation
- Access Student Biographical Data

Assessment

- CMAS/PSAT/SAT- April 13th-24th
- End of Year District Testing- April 27th-May 11th
- [Assessment Webpage](#)

Brush School District RE-2J
Board of Education
527 Industrial Park Road
Brush, CO 80723
March 16, 2026 Personnel Report

Recommendations:

1. Robert Davidson, District-Wide Substitute Teacher
2. Elizabeth Jarrell, Volunteer at Beaver Valley
3. Leandra Marymee, Volunteer at Beaver Valley
4. Natali Castellano, Substitute Custodian
5. Shubhkarmandeep Singh, Substitute Custodian
6. Mayra Cardenas, Volunteer at Beaver Valley

Retirements:

1. Kristi Frazier, Special Education Teacher at Beaver Valley retire at the end of 2025-2026 and return as a critical shortage Special Education Teacher for the 2026-2027 school year.

Resignations:

1. Sherie Wager, Thomson Primary Library Paraprofessional, will be effective at the end of the 2025-2026 school year.
2. Wendy Ritcher, First Grade Teacher at Thomson Primary, will be effective at the end of the 2025-2026 school year.

**Brush School District RE-2J
Board of Education
527 Industrial Park Road
Brush, CO 80723
March 16, 2026 Personnel Report #2**

Recommendations:

1. Paul Chard, Volunteer at Beaver Valley

BRUSH SCHOOL DISTRICT NO. RE-2(J)

2026-2027

Salary Schedule: Certified
162 Days

	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	1.5% increase for each step
Step 2	\$45,675	\$46,304	\$46,934	\$49,699	\$50,446	\$51,192	\$54,389	Sub Rate \$180.00 per 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	
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. 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. Schedule includes the School Nurse with a BA and also has a license issued by CDE.
9. 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)

2026-2027

Salary Schedule: Administrative/Professional/Technical
Classified Hourly

	Days	Hrs/Day	Min	Mid	Max
High School Principal	210	8.5	95,000	107,500	120,000
Middle School Principal	210	8.5	87,000	99,000	110,000
High School Assistant Principal, Middle School Assistant Principal, Athletic Director	196	8.5	78,000	89,000	100,000
Secondary Dean	178	8.5	60,000	66,000	72,000
Elementary Principal	200	8.5	80,000	91,000	102,000
Elementary School Asst Principal	190	8.5	68,000	81,000	94,000
Elementary Dean	178	8.5	55,000	62,000	69,000
Alternative License Principal-Elementary	200	8.5	68,000	81,000	94,000
Alternative License Principal-Secondary	210	8.5	78,000	89,000	100,000
Preschool Director	196	8.5	70,000	82,500	95,000
Director of Curriculum, Instruction, Data, and Assessment	222	8	95,000	110,000	120,000
CFOO "Chief Finance and Operations Officer"	240	8	120,000	137,500	155,000
Payroll and Benefits Administrator	260	8	62,500	72,500	82,500
Transportation Director	260	8	65,000	75,000	85,000
Maintenance Director, Technology Director	260	8	68,000	89,000	110,000
District Nurse	190	8.5	74,000	82,000	90,000

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.
4. CFOO employee PERA contribution shall be paid by district and reviewed annually

	Days	Min	Mid	Max
Non-licensed Bus Drivers in training; Paras; Health Clerk; Custodians; Grounds; Kitchen Manager; Clerical; PreK General Asst; PreK Co-teacher	Hourly	15.16	22.50	30.00
Accounts Payable, Maintenance, Mechanic, Systems Specialist, Payroll Specialist, Transportation Route Scheduler/Trainer; Preschool & PreK Teacher(noncert), Family Partnership Manager, Registrar, IT Tech, Music Accomp, Administrative Assistant, Custodial Supervisor	Hourly	18.00	26.50	35.00

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
2026-2027
Stipend Schedule: Athletic Coaches
For the Budget Year ending June 30,2027

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	% 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
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 Levels		10/coach 3 levels		10/coach 3 levels		11/coach 3 levels		10/coach 3 levels		10/coach 3 levels				10/coach 3 levels		10/coach 3 levels						15/coach 2 levels		15/coach 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	n/a	n/a	n/a	n/a	n/a	6	\$2,700	6	\$2,700	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	6	\$2,700	6	\$2,700	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	6	\$2,700	6	\$2,700	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	7	\$3,150	7	\$3,150	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	7	\$3,150	7	\$3,150	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	7	\$3,150	7	\$3,150	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	8	\$3,600	8	\$3,600	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	8	\$3,600	8	\$3,600	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	8	\$3,600	8	\$3,600	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	9	\$4,050	9	\$4,050	n/a	n/a	n/a	n/a	n/a	n/a

Middle School	% 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	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	n/a	n/a	n/a	n/a	n/a	5	\$2,250	5	\$2,250	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	5	\$2,250	5	\$2,250	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	5	\$2,250	5	\$2,250	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	6	\$2,700	6	\$2,700	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	6	\$2,700	6	\$2,700	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	6	\$2,700	6	\$2,700	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	7	\$3,150	7	\$3,150	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	7	\$3,150	7	\$3,150	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	7	\$3,150	7	\$3,150	n/a	n/a	n/a	n/a	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	n/a	n/a	n/a	n/a	n/a	7	\$3,150	7	\$3,150	n/a	n/a	n/a	n/a	n/a	n/a
# of Coaches		3 coaches		3 coaches		3 coaches		1 coach		2 coaches												1 coach		3 coaches						
Athletes per Levels		10-12/coach 3 levels, 2		10-12/coach 3 levels, 2		10-12/coach 7th grade, 8th		10-12/coach Combined		12-15/coach 3 levels, 2												10/coach Combined		15/coach 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