



Above: At the D38 school board meeting March 20, Executive Director of Student Services Rick Frampton and Tiffany Brown, Culturally and Linguistically Diverse Coordinator recognized Maria Battaglia who serves as the Spanish Translator and Interpreter for the district as well as the Family Liaison. While Frampton spoke, Battaglia demonstrated by simultaneously translating what he said to Spanish. Battaglia does all the Spanish translation for the district making sure that everything is clear to the families. Parents also recognized Battaglia with hugs and flowers, noting her connection and commitment to D38 families and saying “Maria is a gift to the district and all that get an opportunity to work with her.” Finally all the parents and students in attendance gathered around Battaglia along with school board members, administrators and colleagues for a group photo. Battaglia is in the center in a long-sleeved green shirt. *Photo by Jackie Burhans*

on incentives for new hires in hard-to-fill positions.

Regarding hourly employees, Ridgway explained that the minimum wage increases each year. In an effort to anticipate this, he proposes that the D38 minimum wage be set at \$15.

Board Secretary Tiffney Upchurch expressed disappointment that some of the district’s employees would be compensated at such a low rate.

Ridgway explained that higher-paid staff would receive a lower percentage increase while lower paid staff would receive a higher percentage. He said that teachers would receive an average of 8.82%. While this would not quite reach parity with neighboring districts, it would be a significant improvement.

Upchurch asked whether this model is being used by other districts, and Ridgway said that it is. The board will need to vote to approve the schedule but cannot vote at this time as the level of funding from the state has not been confirmed and may not be available until May.

When asked whether the staff can provide input on the schedule, Ridgway responded that the SCC is the conduit for this feedback.

Superintendent KC Somers added that schools were sharing information from the SCC the day after its last meeting. He said an email would be sent to all staff soon and any responses would be shared with the SCC.

To view the presentation on this subject, go to lewis-palmer.org, board of educa-

tion, boarddocs and choose the date of the meeting.

Ridgway also discussed the district financial audit and



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