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July 10, 2015

Marc D. Flink, Esq. (*via email to <u>MFlink@bakerlaw.com</u>*) Baker & Hostetler LLP 1801 California Street Denver, Colorado 80202-2662

RE: CORA request of Marilyn Flachman

Dear Mr. Flink:

I am writing to memorialize our telephone conversation of today regarding the request for inspection of documents submitted to Adams County School District No. 50 by Dr. Marilyn Flachman.

As I stated on the telephone, District 50 will respond to Dr. Flachman's request by providing redacted copies of annual salary notifications mailed to its employees for the 2012-13, 2013-14 and 2014-15 school years. Employee names and salary information will remain in the redacted documents, while other information not permitted or required by CORA to be made available for inspection will be redacted from the documents.

Annual salary notifications were mailed to most District employees for each school year listed above, except that District administrators did not receive annual salary notification letters for the 2014-15 school year. Instead, administrators' salaries remained unchanged from 2013-14 to 2014-15, and each administrator received a stipend during 2014-15. The stipends were calculated as a percentage of the administrator's salary; all administer stipends were calculated by using the same percentage. The compensation information was presented to each administrator orally during a meeting with District senior management; no responsive documents were produced or currently exist for administrator compensation for the 2014-15 school year.

In addition to the annual salary notifications, the District will provide annual extra duty pay notifications for coaches and employees who received compensation for supervising student extracurricular activities. As with the annual salary notifications, the extra duty pay notifications were mailed to the recipients and will need to have information redacted prior to their inspection by Dr. Flachman.

As we discussed on the telephone, the District has already provided copies of all responsive documents for which no redaction was necessary. The documents provided to you by

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e-mail on June 22, 2015, include all probationary teaching contracts and all new administrators' contracts for each of the 2012-13, 2013-14 and 2014-15 school years.

Finally, we discussed the basis for the calculating the cost for work and copying by the District necessary to respond to Dr. Flachman's request. You stated to me that you will discuss the anticipated costs with Dr. Flachman. I confirmed that the District will not begin work on the copying and redaction until Dr. Flachman agrees to reimburse the District for its costs to respond to her request.

I look forward to hearing from you regarding Dr. Flachman's response.

Sincerely,

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