



**COLORADO**  
Department of Education  
Commissioner of Education

201 East Colfax Avenue  
Denver, CO 80203-1799

February 7, 2018

Dear Superintendents and BOCES directors,

It was great to see many of you at the CASE Winter Leadership Conference last week! Again, I am proud to work with you all.

I'm writing today to let you know about a request we received under the Colorado Open Records Act for the names and compensation of all employees at Colorado school districts. Historically we have declined such requests because they would have required us to create a new document with the data. The previous law did not require us to create new documents or records in response to requests for information. However, legislation passed last year amended the Colorado Open Records Act, requiring us to provide public data if we maintain it in a searchable or sortable database.

This is a new requirement for us, and I want to assure you that we thoroughly considered our options under the law. Although we understand that employee compensation can be sensitive, the law clearly states that public employee compensation data is considered public information. We know this can be awkward and we really did think through all our options. However, teacher licensure files, individual student assessment data, individual teacher evaluation data, employee email addresses and other personnel information continue to be protected from release.

Our communications staff is committed to alerting you or your staff if we receive CORA requests for information or data about your districts and schools. Because this is the first statewide request that we've received under the revised Colorado Open Records Act, I wanted to alert you myself.

The request is attached. Later today, we plan to provide the responsive data. The requested email addresses are not included in our response for two reasons: Email addresses are not required to be released, and we do not collect this information on all district employees.

If you have any questions about this request or our process for handling CORAs, please do not hesitate to contact me or Dana Smith, our chief communications officer, at [smith\\_d@cde.state.co.us](mailto:smith_d@cde.state.co.us) or 303-866-6682

Thank you for all you continue to do to support students and staff across the state,

Sincerely,

Katy Anthes, Ph.D.



Commissioner

