

of the district. You can act to help stop these rumors by not spreading them yourself and by telling those who are doing so to stop. Also, to help remedy the damage that's already been done: if you hear a negative rumor about your co-worker or his or her case that you know is untrue, correct it.

5. Understand your obligations and rights if you are called to testify.

If you have information that is relevant to a legal case, you may be asked or even required to testify in a hearing or trial. Either party's attorney – that is, your co-worker's or the school district's – can require you to testify by serving you with a subpoena. If a CEA attorney is representing your co-worker, the attorney will always reach out to you long before serving you with a subpoena and will be available to speak with you about any questions or concerns you may have.

Like many school employees, you may fear retaliation from your administrator or district if you testify as a witness for your co-worker or if you make statements favorable to your co-worker in your testimony. You should be aware that such retaliation is prohibited by law. The First Amendment prohibits a school district from taking adverse action against an employee for testifying in a legal proceeding. There are also state and federal laws that prohibit retaliation for assisting or testifying in favor of employees in all types of discrimination cases. If you testify for or otherwise support a co-worker in a legal proceeding against your district, and you have any concerns about possible retaliation, CEA legal counsel will provide you with advice and appropriate assistance.

Sharyn E. Dreyer, CEA Legal Counsel



TLCC and Your School/District: Using Your Results to Drive Change

Join us on September 19th in Colorado Springs, or October 3rd in Thornton, a day for your district and/or school team(s) to analyze TLCC results and facilitate meaningful discussion around leveraging strengths and overcoming challenges to teaching and learning conditions. At the end of the day, you will be able to return back to your districts and schools with a plan to create positive change.

September Event: Wed, Sep 19, 9:00 a.m. – 2:00 p.m.
Tesla Education Center, 2560 International Circle, Colorado Springs
Register by Wed, Sep 12 at bit.ly/TLCCsprings

October Event: Wed, Oct 3, 9:00 a.m. – 2:00 p.m.
Adams 12 Conference Center, 1500 E. 128th Avenue, Thornton
Register by Wed, Sep 26 at bit.ly/TLCCthornton

Districts and Schools should register as a team of at least three comprised of teachers, district/school administrators, parents and community members.



COLORADO
Department of Education



For the past five years, Colorado Kids Create, Inc. has organized a drawing contest for Colorado students ages 5-18. The non-profit based in Loveland uses the artwork to illustrate children's books and e-books about Colorado and The West, which are then sold with 100% of the profit going toward art supplies for Colorado teachers.

With funding for the arts being slashed across the nation, it is up to individuals and corporations to pick up the slack. The CKC program is about teachers and students being involved in the process of promoting artistic expression and pride in their state.

"Our primary goals are collaboration and the empowering of artistic expression in Colorado youth," said Natalie Myers, CKC's executive director. "There is an awakening to the significance of visual arts in American communities, and Loveland is at the forefront of the renaissance."

Art educators can visit coloradokidscreate.org to find out how to get students involved in the contest. The deadline to upload submissions is March 1, 2019.

COLORADO KIDS CREATE



HOME ON THE RANGE