

Contact 1

Sabine Cirila

Position: Classroom Teacher

Time at school: 18

Issues: After 17 years teaching 12th grade, Sabine has been moved to 9th grade with no explanation beyond “restructuring”. Sabine is worried she is being pushed out.

I have no idea who people admire—it's definitely not me. No one really notices how I feel. I'm just the one who they call when they need to organize a team lunch or work party.

They give us a call tree with everyone's number every year. I don't mind sharing it with you.

I'm keeping an eye out for the right opportunity, and when it shows up, I'll be ready to move on. For now, I'm just staying professional and keeping things smooth.

Romeo Guterrez is a real fighter but sometimes it seems he only cares about himself. Romeo is one of the new teachers with lots of energy, but he also likes to party a lot.

You should talk to Feng Dalitso. Feng is a real leader with some innovative ideas.

I have a lot of respect for Vanessa Cole. She's dependable, stands with her coworkers, and always follows through when it counts. She's someone you want on your side.

Contact 2

Romeo Gutierrez

Position: Classroom Teacher

Time at school: 4 years

Issues: Not enough prep time for teachers and teachers have no voice

We deserve power, and we deserve respect.
It's long past time someone started listening. I've been talking with others—they're feeling the same way.

I've been talking mostly with the younger teachers. As for names, I'm not giving those out without checking with them first. We look out for each other, and I'm not putting anyone on the spot without their say.

Be careful of Carla James. People like that she speaks her mind, but she is also willing to burn bridges without thought.

I told the principal how exhausted I am by the end of the day, and she just shrugged like it didn't matter. That was it for me. I'm done staying quiet. I've reached my limit, and I won't stay silent or stand down anymore.

Vanessa Cole is one of the veteran teachers that listens when a new idea comes up without immediately shooting it down. I haven't spent much time with her but I know her door is always open for those of us who are new here.

You should talk to Feng Dalitso. Feng has been around for a long time. I can ask if Feng will meet you at a local coffee shop after work.

Contact 3

Feng Dalitso

Position: Classroom Paraprofessional

Time at school: 12 years

Issues: The workload is too high.

As a paraprofessional I don't have a guaranteed position each year. I'm not getting involved unless I know my job is secure.

It's awful to say, but I have seen so many good paraprofessionals run off for speaking up. I get angry every time it happens but what can I do about it?

The younger teachers seem to stick together. They always go to happy hour on Fridays, Romeo Gutierrez organizes that.

Sabrine Cirila is a great teacher who really cares about the kids. Padma is fantastic to work with—knowledgeable, kind, and dependable. I don't always agree with her but people seem to follow her.

You should also speak to Carla James. She is no nonsense and speaks her mind. Even if it upsets a few at the top.

Everyone respects Vanessa Cole. She was teacher of the year last year. I haven't really worked with her much since I am not in her classroom.

Contact 4

Padma Ram

Position: Classroom Paraprofessional

Time at school: 8 years

Issues: Pace of work

Some of the younger folks seem to be more about having fun, and honestly, I don't always catch what they're talking about. But Leah Parker is someone I really admire—she's full of energy and really stands out.

Carla James is quite outspoken and confident in expressing her views. It's fun to watch when she gets going.

Sabine Cirila and Feng Dalitso have the leadership qualities we need. But Sabine got the short end of the stick when they switched her grade after 17 years—it's just another reminder of how little control we sometimes have over these decisions. Feng got all the paras to write letters to the district when that change happened.

We're facing some challenges, but I believe if we come together, we can make a real difference—even if the school board hasn't been listening yet.

I don't always agree with Vanessa Cole, but I respect her perspective. She got most of us to attend a school board meeting last year when the district started restructuring. They had to bring in more chairs! The district added staff to the restructuring committee after that.

I've noticed that some of the younger teachers have a more casual approach, which can sometimes make it challenging to engage on certain topics.

Contact 5

Leah Parker

Position: Classroom Teacher

Time at school: 3 months

Issues: Disrespect from the principal

It's time we shake things up and take real action—maybe a sick-out or something similar. The principal's opinion won't stop us. It's time to send a clear message to administration that we won't be ignored.

Just say the word, and I'll rally the others to walk out. I don't care if they fire me—I have been considering leaving teaching all year. It's time we stand up and show them we mean business.

Who would I talk to? I don't even know their names—just their faces. I barely talk to them because most of them act like mindless robots, just going along with whatever they're told. It's time to wake them up and shake this whole system down.

There's one woman, Sabine, who really stood out. When I first started, she was kind and welcoming—she made me feel like I belonged. We need more people like her to lead the way and bring us together.

Other teachers ready to take action? Names don't matter. When the call goes out, I know I'll be there—and so will everyone else. Together, we have the strength to make real change and demand the respect we deserve.

If we want change, we have to stand together and demand it. No more waiting, no more asking nicely. It's time to organize, to act, and to show the district that we're not backing down. Our power is in our unity—and when we move together, we can't be ignored.

Contact 6

Vanessa Cole

Position: Classroom Teacher

Time at school: 11 years

Issues: Frustration with top-down decisions and lack of communication from leadership, but wary of combative organizing tactics.

I believe in standing up for what's right—but we have to be strategic. Turning everything into a confrontation doesn't always help us in the long run.

There's real value in unity, but only if it's about improving outcomes for students and staff—not just making noise.

I'll always support my coworkers—but I'm not interested in union drama or power plays.

We got the district's attention last year by showing up professionally, not by walking out. That's the kind of action I support.

Romeo and the younger teachers bring a lot of energy, which is great—but sometimes I wish they'd think things through before jumping into action. Passion's important but so is planning.

Sabine's been through a lot this year, but she's handled it with real grace. People underestimate how much she holds this place together behind the scenes.

Contact 7

Carla James

Position: Instructional Coach

Time at school: 6 years

Issues: Teachers being overlooked in decision-making; leadership playing favorites

I support the union 100%, but that doesn't mean we need to be picking fights every day. Show up, know your contract, do your job—that's how we get respect.

Management isn't the enemy. Some people make it personal, and that just creates drama. You can advocate for your rights without making things ugly.

Feng's smart and steady—someone people naturally listen to. I just wish she'd stop waiting for permission to act. Respect doesn't always come quietly.

Look, if you're always yelling, no one listens. There's a time to speak up and a time to sit down and get the work done.

Leah's got guts, I'll give her that. But charging without a plan just gives them a reason not to take us seriously. Passion's

There's no excuse for being unprepared or lazy—union or not. You want to be taken seriously? Then be the kind of worker they have to take seriously.