



DMCTA Site Rep Meeting Minutes

March 19, 2026

Call to order: 3:07 pm

Members present:

- **Executive Board:** Jason Bethurum (President), Monica Sorenson (Vice President), Julie Karcsay (Administrative Assistant)
- **Site Representatives:**
 - Ashley Falls: Mariebelle Oliva
 - Ocean Air: Karen Harp
 - Sage Canyon: Gina Abbamonte
 - Carmel Del Mar: Kate Anderson
 - Pacific Sky: Christine Williams
 - Del Mar Hills: Liz Martinez
 - Torrey Hills: Scott Wilken
 - Del Mar Heights: Alison Catilus

President's Report- Jason Bethurum

Election 26-27

- DMCTA election timeline for 26-27 has been set.
 - April 6: Nominations open
 - April 13: Nominations reminder will be sent
 - April 20-27: Voting
 - April 28: New positions announced
 - May 13: General meeting, location Crust and Brew, Torrey Hill
- Julie Karcsay will be nominated for President.
- Monica Sorenson will be nominated for Vice President.
- Other Executive Board positions: Christine Williams- Admin. Assistant: Karen Harp- Treasurer.
- We need site reps for Del Mar Hills, Ocean Air, and Pacific Sky.
- **All members are encouraged to run for positions and nominate others as well.**



Member Healthcare Benefits Committee

- Jason is communicating with Ryan about the timing and plans for this committee.
- The goal is to work together to identify the best healthcare plans and options for our district.
- The first committee meeting will be on April 8th at 1 pm.

Grant Opportunity

- Information will be shared with members regarding this opportunity.
[Grant Opportunity for CTA Members](#)

Vice President's Report- Monica Sorenson

Personnel Files

- Our contract requires that our personnel files can be reset every three years at the member's request.
- Members have the right to request their files at any time.
- Contract language in this area should be reviewed carefully by the negotiation team next year.
- The executive board will revisit contractual guidelines for personnel files with administration.

Contract Language:

12.3 Materials in the personnel file of a unit member shall be made available for inspection by the unit member with prior notification. Unit members shall have the right to inspect and obtain a copy of their personnel file materials upon request. Upon authorization by the unit member, an Association representative may review the unit member's file or accompany the unit member in his/her review of the file.

12.7 Derogatory/disciplinary material remaining in a unit member's file for a period of Three (3) years shall be removed from the file at the unit member's written request.

Dues increase/stipends for 26-27

- There is a necessary increase in membership dues to \$135.90 per month for 10 months.
- The dues increase proposal passed unanimously and will take effect for the 26-27



school year.

- The dues increase will address reduced membership due to declining enrollment, rising CTA/NEA dues, hiring a CPA, adequate pay for DMCTA reps, hosting events, potential grievance arbitration, and rising documentation costs.
- We have not had a dues increase since before COVID, or longer.
- By pausing our Political Action Committee (PAC) contributions for one year, we can fix our internal legal status and fund our reps at this rate.
- Even with these increases, DMCTA remains comparable with neighboring associations like San Diego Unified (SDEA), which is currently at \$137.50. Average dues in Solana Beach, RSF, Encinitas, and Cardiff: \$134.90 per month.

Workload Concerns Addressed

- SLIP- Support is needed for translation when the curriculum is not provided in Spanish.
- Special Education- Workload vs. Caseload
- Independent Study Contracts
- Instructional and non-instructional rates are often inadequate.

Treasurer's Report- Jessica Colt

- March Update
 - DMCTA Fund: \$24,925.40 PAC: \$16,076.01

Site Rep Report

- Positions for next year- some positions are not posted when openings are available.
- Temporary teaching positions are protected by the Ed Code.
- Can we communicate with members about the process for posting open positions?
- The purpose of the unit curriculum design committee is unclear.
- Can our hourly rate be updated? Per diem would be more appropriate.
- Ongoing concerns about student behavior and lack of consequences.
- Principals are afraid to apply consequences at some sites.
- The parent community has significant influence, which can hinder educators' ability to implement appropriate behavior reinforcement.
- SLIP teachers feel excluded from the professional courtesy of having their children attend the SLIP program. This is not equitable when other employees' children are allowed to attend.

Adjourn: 4:36 pm

