



Lake Elsinore Teachers Association

Lake Elsinore Unified School District

September 1, 2022

MEMORANDUM OF UNDERSTANDING BETWEEN  
LAKE ELSINORE UNIFIED SCHOOL DISTRICT  
AND  
LAKE ELSINORE TEACHERS ASSOCIATION

**Individualized Professional Development MOU**

Micro-Credentials, are a shift towards validating individual teacher learning through digital lessons and online professional development

Micro-credentials enable teachers to independently complete professional development using the Internet and online courseware using multiple platforms.

Individualized Professional Development is available to all certificated staff at all sites.

According to the course menu:

- Level 1 courses once completed and successfully submitted shall receive fifty dollars (\$50.00)
- Level 2 courses once completed and successfully submitted shall receive one-hundred dollars (\$100.00)
- Level 3 courses once completed and successfully submitted shall receive one-hundred and fifty (\$150.00)
- Level 4 courses once completed and successfully submitted shall receive two-hundred dollars (\$200.00)
- Level 5 courses once completed and successfully submitted shall receive two-hundred and fifty dollars (\$250.00)

The district has rolled over the remaining amount from the 2021/2022 Individualized Professional Development allotment for Individualized Professional Development for the 2022/2023 years allotment.

Employees can earn up to a maximum of \$500.00 through Individualized Professional Development during the 2022/2023 school year. Any portion of the allotment not utilized may roll over to the 2023/2024 school year.

The Due Dates for submitting completed micro-credentials are **December 31, 2022, to be paid on January 2023 pay warrant**  
**June 17, 2023, to be paid on June 2023 pay warrant**

Completed Individualized Professional Development may be paid twice during a school year, **January 2023, and June 2023**, which is within the same school year and not to exceed a combined total of \$500.00. No Unit member will be paid more than \$500.00 in the 2022/2023 school year. Unit members that complete more than \$500.00 worth of micro-credentials within the 2022/2023 school year will be paid for them in subsequent school years should there be any micro-credential funds available.

Unit members who complete Micro-credentials may submit completed work for university credit if this option is available. Those seeking university credit for salary advancement shall not receive compensation from the district for completion of micro-credentials (Refer to Article 10.5 of the LETA CBA).

This plan shall be reviewed, revised, and re-negotiated in April 2023 for the 2023/2024 school year.

This MOU shall sunset June 30, 2023.

**FOR THE ASSOCIATION:**

*Sonia Jimenez* 8/1/22  
*Janet Timm* 9/1/22  
*Yolanda Diaz* 9/1/22

**FOR THE DISTRICT:**

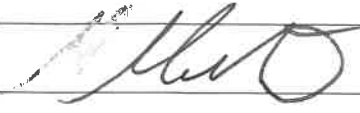
*Tracy Sepulveda* Asst. Supt.  
*Saul Arredondo* Director PSS  
*Julie Edmunds* CBO

Bargaining Teams

For the Association: Janet Timm (Chair), Valinda Nabonne, Sonia Jimenez, Olubunmi Adeleke, Christy Hetland, Denec Selman, Yolanda Diaz

For the District: Tracy Sepulveda, Julie Edmunds, Robert Recatto, Sarah Arredondo

Denee Selman 9/1/22  
Christy Hetland 9-1-22  
O. Adeleke 9/1/22



Janet Timm Director - PES

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