



Lake Elsinore Teachers Association

Lake Elsinore Unified School District

June 20, 2019

Individualized Professional Development MOU

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

Micro-credentials or badges enable teachers to independently complete professional development using the Internet and online courseware. Over 150 digital badges are currently available to teachers on a variety of topics, from best practices to expert lesson content

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 2018/2019 Individualized Professional Development allotment for Individualized Professional Development in the 2019/2020 school year.

Employees are able to earn up to a maximum of \$500.00 through Individualized Professional Development during the 2019/2020 school year. Any portion of the allotment not utilized may roll over to the 2020/2021 school year.

Completed Individualized Professional Development will be paid twice during the year, January 2020 and June 2020.

Unit members who complete badges through Bloom Board may submit completed work for university credit. Those seeking university credit for salary advancement shall not receive compensation from the District for completion of badges and/or micro-credentials (Refer to Article 10.5 of the LETA CBA)

This plan shall be reviewed, revised and re-negotiated in May 2020 for the 2020/2021 school year

This MOU shall sunset June 30, 2020.

FOR THE ASSOCIATION:

Handwritten signatures and dates for the Association: Steve Behar (6-20-19), Valinda Nabonne (6-20-19), Rosa Meza (6-20-19), Sonia Jimenez (6-20-19), Bill Montano (6/27/19)

FOR THE DISTRICT:

Handwritten signatures and dates for the District: Tracy Sepulveda (6-20-19), Julie Jimenez (6-20-19), Arleen Sanchez (6-20-19)

Bargaining Teams

For the Association: Steve Dennison (Chair), Lowanna Maxwell, Valinda Nabonne, Rosa Meza, Sonia Jimenez, Bumni Adeleke, Janet Timm, Mario Montano

For the District: Tracy Sepulveda, Arleen Sanchez, Steve Behar, Julie Edmunds, Richard Peterson