



Lake Elsinore Teachers Association



Lake Elsinore Unified School District

April 26, 2024

### Professional Learning Communities MOU

The District and Association hereby agree:

- PLCs shall be collaborative groups intended for professional practice to improve student achievement through a process of collective inquiry and action research.
- Professional Learning Community (PLC) training shall be up-to-date and on-going for both bargaining unit members and administrators. Initial training shall be provided for teams from each site and on-going training shall include additional staff members to ensure that all bargaining unit members have access to and understand the principles of PLC work, which is focused on the following:
  - o What do we want each student to learn?
  - o How will we know when each student has learned it?
  - o How will we respond when a student experiences difficulty in learning?
  - o How can we enrich and extend their learning when they already know it?
- A PLC culture depends on shared leadership, mutual respect and accountability amongst all members.
- PLC teams shall determine the agendas for their teams' collaboration.
- PLC teams shall consist of all bargaining unit members and site administration.
- All PLC documents, work, or written products shall be exclusively initiated by the PLC for the exclusive use of the members of the PLC. A brief summary of PLC work, to include attendees, a reference to any data or other evidence that may have been used, and responses to one of the above four PLC questions shall be submitted to site administration for each meeting.
- The instructional and professional activities of the PLC's will not be used in bargaining unit member performance evaluations. Evaluations are to be conducted in accordance with Article 9 of the LETA Contract.
- All conditions of the PLC MOU shall apply to all bargaining unit members.
- This agreement shall be reviewed annually by April.

This MOU shall expire June 30, 2026.

**FOR THE ASSOCIATION:**

Janet Timm 4-26-24  
 Valinda Nabonne 4-26-24  
 Denee Selman 4-26-24  
 Yolanda Diaz 4-26-24  
 Olubunmi Adeleke 4/26/24  
 Christy Hetland 4/26/24

**FOR THE DISTRICT:**

Tracy Sepulveda 4-26-24  
 Julie Edmunds 4-26-24  
 Robert Recatto 4-26-24  
 Sarah Arredondo 4-26-24  
 Matt Cash 4-26-24  
 Josh Hill 4/26/24  
 Fernando Betanzos 4/26/24

**Bargaining Teams**

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

For the District: Tracy Sepulveda, Julie Edmunds, Robert Recatto, Sarah Arredondo, Matt Cash, Josh Hill, Fernando Betanzos