



Lake Elsinore Teachers Association



Lake Elsinore Unified School District

October 28, 2022

### Professional Learning Communities MOU

The District and Association hereby agree:

- PLCs shall be teacher – driven, collaborative groups intended for professional practice to improve student achievement.
- 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:
  - What do we want each student to learn?
  - How will we know when each student has learned it?
  - How will we respond when a student experiences difficulty in learning?
  - 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 teachers, site administration and support staff.
- 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 shall be submitted to site administration.
- 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, 2024

**FOR THE ASSOCIATION:**

Janet Timm 10-28-22  
Dence Selman 10-28-22  
Valinda Nabonne 10-28-22  
Sonia Jimenez 10/28/22  
Yolanda Diaz 10/28/22  
Christy Hetland 10/28/22  
[Signature] 11/8/2022

**FOR THE DISTRICT:**

Tracy Sepulveda 10-28-2022  
Paul Arredondo 10-28-22  
[Signature] 10-28-22  
Julie Edmunds 10-28-22

**Bargaining Teams**

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

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