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Memorandum of Understanding
Between
San Joaquin Delta College Community College District
And
San Joaquin Delta College Teachers' Association

Regular and Substantive Interaction (RSI) Faculty Training

This Memorandum of Understanding ("MOU") is made effective September 3, 2025 and has been jointly prepared by representatives of the San Joaquin Delta College Community District ("District") and the designated representatives of the San Joaquin Delta College Teachers' Association ("SJDCTA"), the exclusively recognized employee organization within the District for all full-time and part-time faculty, including librarians and counselors, to modify provisions of the Collective Bargaining Agreement (CBA) ("Agreement") between the District and SJDCTA as follows:

Whereas, the Accrediting Commission for Community and Junior Colleges (ACCJC) and federal regulations require that all distance education courses demonstrate RSI between instructors and students in order to be considered compliant; and

Whereas, such regulations include instructor-led facilitation of discussion, asynchronous instructional content, responsiveness to student inquiries, formative feedback on student work and synchronous instruction where appropriate; and

Whereas, ACCJC has adopted the Quality Continuum Rubric to evaluate RSI compliance, and the District uses this rubric in its RSI training; and

Whereas, RSI compliance is essential to maintaining accreditation standards and must be demonstrable during site visits; and

Whereas, the District and SJDCTA agree that faculty salary and other compensation are areas exclusively subject to provisions of the Agreement, specifically for purposes of this MOU, Article XX – Extra Duty Compensation and Appendix C.

Now Therefore the District and the SJDCTA do hereby agree as follows:

1. Mandatory RSI Training: All new faculty hires must successfully complete the new RSI certification training prior to being assigned to teach fully online courses. All current faculty who want to continue fully online courses will need to successfully complete the RSI certification by December 31, 2026. Any current faculty member who does not complete the RSI training by December 31, 2026 will not be allowed to teach fully online classes until they successfully complete RSI training.

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2. Faculty who successfully complete the RSI training will receive a $750.00 stipend. Stipends will be paid within 60 days of the completion of the course. The Dean of Regional & Distance Education or designee will provide a list of faculty who have completed the RSI training to the Office of Instruction who will process the stipends.
3. Recertification Requirement: Faculty must complete updated training in online pedagogy or course design every five years to remain eligible to teach fully online courses. This may include RSI recertification, advanced Canvas training, equity-based online design workshops, or other approved professional development focused on online instruction. The District will work with the Union to determine compensation for this recertification requirement. Courses/training for other agencies and institutions can be submitted to Dean of Regional & Distance Education or designee for review and approval to fulfill this requirement.

While the parties intend for this Project to proceed to its successful completion, it is recognized that unforeseen circumstances may arise. Should the District encounter significant financial hardship that impacts its ability to fund or sustain this Project, or should there be a material change in the District's operational or strategic needs that impacts the viability or necessity of this Project, the District shall endeavor to provide 30 days' advance written notice to the SJDCTA and engage in good faith discussions to explore potential modifications or alternatives before exercising any right to terminate. However, if a mutually agreeable solution cannot be reached, the District reserves the right to terminate this MOU and the Project upon an additional 30 days' written notice.

For the District:

Signed by: Charles G Braden 8/27/2025 | 2:46 PM PDT
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Dr. Kale Braden Date
Assistant Superintendent/Vice President of Instruction

DocuSigned by: Dr. Lisa Aguilera Lawrenson 8/27/2025 | 6:06 PM PDT
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Dr. Lisa Aguilera Lawrenson Date
Superintendent/President

For the Association:

Signed by: Dr. Elizabeth Maloney 8/27/2025 | 3:58 PM PDT
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Dr. Elizabeth Maloney Date
President, SJDCTA