

## **\*\*Tentative Agreement\*\***

### **Memorandum of Understanding**

#### **In Support of Regular and Substantive Interaction in Online Education**

This Memorandum of Understanding (MOU) is entered into by and between the Citrus Community College District (“District”) and the Citrus College Faculty Association (“Association”).

#### **Background:**

Federal, State, and Local regulations for Regular and Substantive Interaction (RSI) create requirements for Districts, Colleges, and Faculty to ensure compliance. Federal standards require 100% of all online courses to demonstrate satisfactory RSI. Starting Fall 2027, the Citrus College accreditation process will include emphasis on RSI for online education courses selected at random. At least 85% of the courses selected for review must meet criteria for RSI. Failure to demonstrate satisfactory RSI brings with it the possibility of severe consequences for the District.

To address any potential courses at Citrus College that may not fully align with the standards of RSI, the **following is agreed** to support faculty efforts to increase verifiable RSI, to create processes for RSI, review and ensure compliance.

- Faculty must be locally certified to be eligible to teach Online Education (OE). All Faculty currently teaching OE have been through a local certification process (ref. AP-4105).
- The Association and the District agree to meet and negotiate to develop certification and recertification standards in the next Agreement (“next CBA”) between the District and the Association to replace the Agreement currently in effect through June 30, 2026.
- Voluntary RSI and accessibility reviews will be conducted Spring 2026 through Fall 2026
- Faculty will be afforded the opportunity, and will be given support, to achieve and demonstrate compliance with RSI standards.

#### **Timeline:**

1. Voluntary RSI Reviews conducted from Spring 2026 through Fall 2026: Faculty who complete RSI review and who achieve alignment with RSI standards during this time period shall be considered re-certified to teach Online Education.
2. Following the voluntary RSI review period, recertification of faculty to continue to be eligible for Online Education assignments, according to certification standards to be defined in the next CBA and compliance with RSI standards, will begin in Winter 2027 through Spring 2027. Faculty who complete recertification during this time shall be considered re-certified to teach Online Education.

**Compensation:**

1. Faculty RSI Reviewers (POCR certified) will be provided with compensation at the administrative leadership rate for time spent providing evaluation and mentorship for Faculty during the period of voluntary RSI Review.
2. RSI Review: Four hours of compensation at the administrative leadership rate will be paid to faculty who complete the RSI Review process by December 11, 2026. The incentive stipend for submitting their course shell for RSI review shall be based on the following:
  - a. 1 hour for self-assessment of their course using the RSI Rubric
  - b. 2 hours for meeting(s) with their RSI Reviewer
  - c. 1 hour for changes made in their course to demonstrate effective RSI practices and achieve compliance.

*This compensation period runs from February 17, 2026, through December 11, 2026.*

Faculty being evaluated in Fall 2025 or Spring 2026 shall be considered “in progress” for purposes of RSI compliance. Such Faculty may still avail themselves of the Voluntary RSI Review process, resources, and compensation.

Dated: \_\_\_\_\_

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**Dave Brown**  
Bargaining Chair  
Citrus College Faculty Association

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**Simone Brown Thunder**  
Executive Director of Human Resources  
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**Gerhard Peters**  
President  
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