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**Memorandum of Understanding between the Contra Costa Community College District (4CD) and
United Faculty of 4CD (UF) regarding the “RSI in Action” Course**

2/11/26

Beginning Fall 2025, 4CD will be offering an advanced asynchronous professional development course for faculty to deepen their understanding of Regular and Substantive Interaction (RSI) in online teaching.

Having reviewed the course description and outline, UF and 4CD have agreed that the faculty who successfully complete the course may be awarded four (4) units of upper division credit under Article 20.3.1.5.1.2 of the UF/4CD Collective Bargaining Agreement.

Faculty who facilitate this course, “RSI in Action,” will be compensated at the same rate as faculty who facilitate the course, “Becoming an Effective Online Instructor” (BEOI), currently \$2,700 per course.

RSI in Action will be offered at the sole discretion of management.

This agreement does not set precedent or modify the collective bargaining agreement in any way.

For 4CD:

Micaela Ochoa
Micaela Ochoa (Feb 21, 2026 10:33:26 PST)

Micaela Ochoa
Executive Vice Chancellor
Administrative Services

Jeffrey Michels
Jeffrey Michels (Feb 22, 2026 12:36:21 PST)

Jeffrey Michels
Associate Vice Chancellor
Chief Human Resources Officer

For UF:

Marina Crouse

Marina Crouse
President
United Faculty

Jason Mayfield
Jason Mayfield (Feb 11, 2026 17:25:25 PST)

Jason Mayfield
Executive Director
United Faculty