

OFFICE OF THE CHANCELLOR

MORENO VALLEY COLLEGE | NORCO COLLEGE | RIVERSIDE CITY COLLEGE

December 22, 2021

Dear Colleagues,

The District and Faculty Association negotiators on Release and Reassign Time moratorium agreed during the last round of contract negotiations, and as an outcome we wish to provide you all with this important update regarding release and reassign time. Many faculty member have grown increasingly concerned with the District-wide moratorium on release time, as some legitimate requests by faculty members to be appropriately compensated for the real and hard work have been put on hold for far too long now. As such, the District and Association negotiators engaged in discussions on lifting the moratorium so meaningful negotiations takes place between the colleges' administrators and Association representatives where legitimate release and reassign times are warranted.

After several hours of meaningful and constructive discussions, both the District and Faculty Association negotiators agreed to lift the moratorium provided the following conditions are met and kept.

1. All non-contractual and non-grant-funded release and reassign times should be eliminated. This means that all duplicated release times will no longer be honored. For example, when the contract specifies a position, that total amount goes to one individual faculty member or is shared with another individual. It is not given out more than once or increased due to a short-term side agreement.

2. By that same token, the fundamental principle is to enforce the contract. When we have bloated and duplicated release doled out, it risks the integrity of the contract. Our utmost concern is abiding by the spirit of the collective bargaining agreement that seeks workload equity.

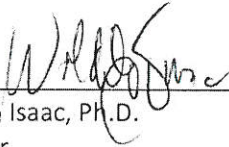
3. In other cases, and working in specifically targeted areas, the Association will directly address this and negotiate with the District much needed release and reassign times. As a fundamental rule, a .2 of reassign time equals 6.25 hours of work per week. The Association and the District will be looking at job descriptions and tallies of workload as we begin this negotiating process. Additionally, per the contract, Article X.J.9 under Reassigned Time: "Coordinator and Special Assignments requiring reassigned time will have job descriptions including responsibilities and representative duties." As we prepare to negotiate on these important and specific areas, we expect all new positions will provide a summary job description, duties list, and a general accounting of hours.

We completely understand that while some may be unhappy with this news that our existing contractual agreement will be followed, others may be very pleased with the outcome, such as those who serve on the Strategic Planning Councils. This agreement also does not do away with a college president's right to allocate one-time reassign time for one semester. If more than one semester is needed, we encourage presidents to use special projects, especially if the need is short-term.

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We look forward to negotiating with the District and colleges in earnest and will keep you all posted on any additional updates moving forward.

Sincerely,



Wolde-Ab Isaac, Ph.D.
Chancellor

12-22-2021
Date



Rhonda Taube, Ph.D.
Faculty Association President

12-22-2021
Date