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**SENATE BILL 5507**

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**State of Washington**

**62nd Legislature**

**2011 Regular Session**

**By** Senators Kilmer, White, Chase, Nelson, Keiser, Conway, Kline, Kohl-Welles, and Murray

Read first time 01/27/11. Referred to Committee on Higher Education & Workforce Development.

1 AN ACT Relating to academic employee salary increments for  
2 community and technical colleges; adding new sections to chapter 28B.50  
3 RCW; and creating a new section.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 NEW SECTION. **Sec. 1.** (1) The legislature finds that the community  
6 and technical colleges offer high quality, cost-effective instructional  
7 programs to the citizens of the state. The legislature finds that  
8 academic employee morale and willingness to invest in professional  
9 development, and academic employee recruitment and retention, are  
10 improved by consistent and predictable practices that provide salary  
11 increases to recognize two-year college academic employees who upgrade  
12 their skills and professional experience. It is the intent of the  
13 legislature that state appropriations be adjusted to an amount which,  
14 together with academic employee turnover savings, provide for  
15 consistent and predictable funding of academic employee salary  
16 increases for state-funded academic employees who qualify through  
17 experience, professional development, and training pursuant to local  
18 collective bargaining.

1 (2) The legislature further finds that the state board for  
2 community and technical colleges should examine the concept of a  
3 statewide salary allocation model and how it could be adopted for  
4 community and technical colleges. The purpose of such an allocation  
5 model would be to assure fair and functional allocation of compensation  
6 for state-funded academic employees including recognition of  
7 experience, professional development and training for, for example as  
8 is currently available to the common schools of the state. The state  
9 board for community and technical colleges shall, in consultation with  
10 the various bargaining representatives of the academic employees,  
11 recommend an allocation model for the distribution of increments for  
12 experience, professional development, and training. The state board  
13 shall present its recommended allocation model to the legislature no  
14 later than December 1, 2012.

15 NEW SECTION. **Sec. 2.** A new section is added to chapter 28B.50 RCW  
16 to read as follows:

17 The definitions in this section apply throughout this section and  
18 sections 3 and 4 of this act unless the context clearly requires  
19 otherwise.

20 (1) "Associated benefits" means those compensation benefits that  
21 are based on a percent of an employee's salary, such as retirement and  
22 old age survivors insurance.

23 (2) "Academic employee" has the same meaning as in RCW 28B.52.020,  
24 which means any teacher, counselor, librarian, or department head, who  
25 is employed by any college district, whether full or part time, with  
26 the exception of the chief administrative officer or, and any  
27 administrator in, each college district.

28 (3) "General salary increase" means the salary adjustment granted  
29 by the legislature for cost-of-living increases as provided in RCW  
30 28B.50.465.

31 (4) "Increments" means an increase in the base salary of an  
32 academic employee. Increments may be based on time, such as completing  
33 another year of employment, completing specific requirements, such as  
34 certification, or a combination of time and requirements.

35 (5) "State board" is the state board for community and technical  
36 colleges.

1 (6) "Turnover savings" is the ongoing permanent difference between  
2 the compensation level of an academic employee who is no longer  
3 employed and the compensation level of the academic employee  
4 replacement. Full-time faculty turnover savings may only be captured  
5 when a full-time faculty member is replaced by a full-time faculty  
6 member. Similarly, part-time faculty turnover savings may only be  
7 captured when a part-time faculty member is replaced by a part-time  
8 faculty member. Turnover savings exclude temporary savings such as  
9 vacant positions or academic employees on leave, reassignment, or  
10 sabbatical.

11 (7) "Salary base" is the prior year's total state-funded  
12 expenditures for all academic employees' ending salary levels.

13 NEW SECTION. **Sec. 3.** A new section is added to chapter 28B.50 RCW  
14 to read as follows:

15 (1) Subject to the limitations in section 4 of this act, each  
16 biennium, the state board shall submit in its biennial budget request  
17 an amount of funds, which together with academic employee turnover  
18 savings, is sufficient to cover the projected state-funded costs of  
19 increments for the community and technical college system.

20 (2) The basis for the biennial budget request shall be eight-tenths  
21 of one percent of the academic employees' salary base plus the value of  
22 associated benefits.

23 (3) The state board shall determine the method of allocating to the  
24 community and technical colleges the appropriations granted for  
25 academic employee increments, provided that the amount of the  
26 appropriation generated from the proportionate share of the part-time  
27 faculty salary base shall only be accessible for part-time faculty. In  
28 addition, all part-time faculty turnover savings, as defined in section  
29 2(6) of this act, shall only be accessible for part-time faculty.

30 NEW SECTION. **Sec. 4.** A new section is added to chapter 28B.50 RCW  
31 to read as follows:

32 (1) Subject to subsection (4) of this section, boards of trustees  
33 shall award academic employee salary increments based on local  
34 agreements developed under chapter 28B.52 RCW.

35 (2) Funds allocated by the college board to local boards of

1 trustees for part-time faculty under the provisions of section 3 of  
2 this act may be used for general salary increases for part-time  
3 faculty.

4 (3) Boards of trustees may combine appropriations allocated by the  
5 college board for academic employee salary increments with general  
6 salary increase funding to increase academic employee increments. To  
7 the extent that general salary increase funding is used to pay academic  
8 employee increments, the general salary increase shall be reduced by  
9 the same amount.

10 (4) Awards of academic employee salary increments shall be  
11 suspended if there is a:

12 (a) Reduction of allotments by the governor pursuant to RCW  
13 43.88.110(3); or

14 (b) Reduction by the legislature from one biennium to the next or  
15 within a biennium of appropriated funds based on constant dollars using  
16 the implicit price deflator.

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