
SUBSTITUTE SENATE BILL 5956

State of Washington

56th Legislature

1999 Regular Session

By Senate Committee on Higher Education (originally sponsored by Senators Kohl-Welles, Sheahan, Shin, Goings, Gardner, Winsley, Thibaudeau, Spanel, B. Sheldon and Costa)

Read first time 03/03/1999.

1 AN ACT Relating to part-time faculty of community and technical
2 colleges; adding a new section to chapter 28B.50 RCW; creating new
3 sections; and providing an expiration date.

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

5 NEW SECTION. **Sec. 1.** The state of Washington recognizes the
6 valuable contribution to quality instruction provided by the part-time
7 faculty in the community and technical colleges. The part-time faculty
8 are essential to the success of the open access opportunities provided
9 by the two-year colleges to the citizens of Washington. The two-year
10 colleges employ a core of skilled, well-trained faculty whose
11 contributions are critical to the quality and breadth of program
12 offerings, and the legislature intends to provide fair compensation and
13 retirement for part-time faculty. The legislature finds that the
14 community and technical colleges have an essential role in educating
15 and retraining high-skilled workers who are vital to the economic
16 health of the communities of Washington.

17 The legislature recognizes that low and stagnating salaries as well
18 as the lack of career advancement options for part-time faculty are
19 detrimental to the morale of all faculty. Low salaries create a work

1 and learning environment that is not conducive to bringing out the best
2 that the faculty and the students have to offer. It is the long-term
3 intent of the legislature to recognize the years of experience as well
4 as the level of education that the part-time faculty bring to their
5 positions and ultimately, to compensate part-time faculty at one
6 hundred percent of the rate that full-time faculty are compensated.

7 Part-time faculty contribute to the learning environment offered to
8 the students through advising and attention that all good educators
9 bring to their profession. Because the two-year colleges could not
10 offer educational opportunities to the large and diverse student
11 population that they serve without the significant contributions of the
12 part-time faculty, the legislature intends that part-time faculty
13 employed in the public community and technical colleges receive fair
14 compensation and increased access to retirement benefits.

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

17 (1) This section applies to state-funded part-time faculty of
18 public community and technical colleges.

19 (2) To the extent that funds are specifically appropriated
20 therefor, state-funded part-time faculty under this section shall
21 receive proportional pay.

22 (3) Unless this context clearly requires otherwise, the definitions
23 in this subsection apply throughout this section.

24 (a) "Proportional" means that part-time faculty will be paid at a
25 rate based on no less than ninety-one percent of a full-time faculty
26 member's workload with the long-term goal of the legislature that part-
27 time faculty will be paid on a one hundred percent pro rata basis with
28 full-time faculty. A faculty member's workload includes classroom
29 instruction, preparation, office hours, and other contact with
30 students.

31 (b) "State-funded part-time faculty" means nontenured instructors
32 employed by public community or technical college districts for any
33 percentage of a full-time workload.

34 NEW SECTION. **Sec. 3.** (1) A joint select committee on community
35 and technical college part-time faculty compensation is established.

36 (2) The committee shall be composed of one member of each of the
37 two major parties of each of the following four standing committees:

1 The house of representatives committees on higher education and
2 appropriations; and the senate committees on higher education and ways
3 and means. The co-speakers of the house of representatives shall
4 select house of representative members of the committee and the
5 president of the senate shall select senate members of the committee.

6 (3) The committee shall identify: (a) Resources to address long-
7 term strategies for part-time faculty compensation to be paid on a one
8 hundred percent pro rata basis with full-time faculty compensation
9 rates; (b) practices that would ensure part-time faculty consideration
10 in the hiring process for full-time positions, and to achieve an
11 appropriate ratio between full and part-time faculty; (c) resources to
12 increase part-time faculty members' access to health care coverage; and
13 (d) strategies that will provide equitable retirement benefits to part-
14 time faculty.

15 (4) The committee shall submit its findings and proposal to
16 appropriate committees of the legislature by December 1, 2000.

17 (5) This section expires June 30, 2001.

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