

SENATE BILL REPORT

2SHB 2595

As Reported By Senate Committee On:
Labor, Commerce, Research & Development, February 21, 2006

Title: An act relating to academic employee salary increments for community and technical colleges.

Brief Description: Providing for academic employee salary increments for community and technical colleges.

Sponsors: House Committee on Appropriations (originally sponsored by Representatives Kenney, Cox, Hasegawa, Hankins, Roberts, McIntire, Fromhold, Kilmer, Morrell, Rodne, Santos, Clibborn, Ormsby, O'Brien, Jarrett, Walsh, Conway, Wood, Kessler, Linville, Kagi, Appleton, Green, McCoy, Blake, Lantz, Sells, Campbell, P. Sullivan, Simpson, Schual-Berke, McDonald, Haigh, Dickerson, Moeller, Springer and Wallace).

Brief History: Passed House: 2/09/06, 96-2.

Committee Activity: Labor, Commerce, Research & Development: 2/20/06; 2/21/06 [DPA-WM, DNP, w/oRec].

SENATE COMMITTEE ON LABOR, COMMERCE, RESEARCH & DEVELOPMENT

Majority Report: Do pass as amended and be referred to Committee on Ways & Means.

Signed by Senators Kohl-Welles, Chair; Franklin, Vice Chair; Brown, Keiser and Prentice.

Minority Report: Do not pass.

Signed by Senator Honeyford.

Minority Report: That it be referred without recommendation.

Signed by Senator Parlette, Ranking Minority Member.

Staff: Alison Mendiola (786-7483)

Background: Full and part-time faculty at community and technical colleges may be eligible for pay increases known as increments, based on their length of employment, completion of special requirements, like becoming certified, or a combination of time and requirements. Each year, community and technical colleges request funds from the Legislature to fund such increases which are generally funded, but which are not based on any set formula.

Summary of Amended Bill: Each biennium, the State Board of Community and Technical Colleges (SBCTC) will submit in its biennial budget request an amount of funds, which together with academic employee turnover savings, is sufficient to cover the state-funded cost of increments for the community and technical college system. The Legislature is to include in its biennial budget an amount of funds necessary to cover the state-funded costs of increments. The funding amount will be capped at eight-tenths of one percent of the faculty

salary base. The amount of appropriation generated from the proportionate share of the part-time faculty salary base is accessible only for part-time faculty. Additionally, all part-time faculty turnover savings are accessible only for part-time faculty.

The SBCTC will determine a method to allocate the monies to the colleges.

Local boards of trustees will award faculty increments based on local collective bargaining agreements. Annual cost of living adjustments (COLAs) may be used to fund faculty increments, but if COLA funds are used, these funds are not available for a general salary increase.

The SBCTC is to examine the concept of a statewide allocation model and how it could be adopted for community and technical colleges. In consultation with the various bargaining representatives of the academic employees, the SBCTC is to recommend an allocation model for the distribution of increments for experience, professional development, and training to the Legislature no later than January 10, 2008.

Amended Bill Compared to Original Bill: The Legislature is to include in its biennial budget an amount of funds necessary to cover the state-funded costs of increments.

Appropriation: None.

Fiscal Note: Available.

Committee/Commission/Task Force Created: No.

Effective Date: Ninety days after adjournment of session in which bill is passed.

Testimony For: Developing a formula for funding increments will help to ensure that increment dollars are spent equitably, between the full-time and part-time academic employees. Every two years the State Board has to request increment funding, unlike other institutions of education. During lean times, the Legislature can suspend the statute if they are unable to fund increments. This bill is the result of a collaborative effort between the interested parties. Providing regular and automatic increments will help the community and technical colleges remain competitive and recruit and retain the best talent while also encouraging employees to further their professional development.

Testimony Against: None.

Who Testified: PRO: Representative Phyllis Kenney, Prime Sponsor; Chris Reykdal, State Board of Community and Technical Colleges; Sandra Schroeder, AFT-WA; Elana Bianco, Shoreline Community College; Carla Naccarato-Sindair, WEA/Spokane Community College; Jim Pieteron, WEA/Walla Walla Community College; Keith Hoeller, WA Part-Time Faculty Association, and Doug Collins, WA Part-Time Faculty Association.