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HOUSE BILL 3026

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State of Washington

59th Legislature

2006 Regular Session

By Representatives Appleton, Sells, Jarrett, Lantz, Morrell, Ericks, Campbell, P. Sullivan, Green, Conway, Haigh, Strow, Kilmer, Santos, Springer and Hudgins

Read first time 01/18/2006. Referred to Committee on Higher Education & Workforce Education.

1 AN ACT Relating to pay parity for community and technical college  
2 part-time academic employees; and amending RCW 28B.50.465.

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

4 **Sec. 1.** RCW 28B.50.465 and 2003 1st sp.s. c 20 s 3 are each  
5 amended to read as follows:

6 (1) Academic employees of community and technical college districts  
7 shall be provided an annual salary cost-of-living increase in  
8 accordance with this section. For purposes of this section, "academic  
9 employee" has the same meaning as defined in RCW 28B.52.020.

10 (a) Beginning with the 2001-2002 fiscal year, and for each  
11 subsequent fiscal year, except as provided in (d) of this subsection,  
12 each ((college)) district shall receive a cost-of-living allocation  
13 sufficient to increase its full-time academic employee salaries,  
14 including mandatory salary-related benefits, by the rate of the yearly  
15 increase in the cost-of-living index.

16 (b)(i) Beginning with the 2006-2007 fiscal year, and for each  
17 subsequent fiscal year, each district that does not have pay parity  
18 shall receive a cost-of-living allocation sufficient to increase its  
19 part-time academic employee salaries, including mandatory salary-

1 related benefits, by the rate of two times the yearly increase in the  
2 cost-of-living index. For purposes of this subsection (1)(b), "pay  
3 parity" means that a district provides each of its part-time academic  
4 employees with a salary and mandatory salary-related benefits  
5 proportional to the percentage of a full-time faculty teaching load, as  
6 defined by the district, the part-time academic employee works.

7 (ii) When a district achieves pay parity, the district shall  
8 receive for the next fiscal year, and for each subsequent fiscal year,  
9 a cost-of-living allocation sufficient to increase its part-time  
10 academic employee salaries, including mandatory salary-related  
11 benefits, by the rate of the yearly increase in the cost-of-living  
12 index.

13 (c) A ((college)) district shall distribute its cost-of-living  
14 allocation for salaries and salary-related benefits in accordance with  
15 the district's salary schedules, collective bargaining agreements, and  
16 other compensation policies, except that a district shall distribute  
17 the cost-of-living allocation under (b)(ii) of this subsection to its  
18 part-time academic employees to ensure those employees receive an  
19 annual cost-of-living increase equal to two times the yearly increase  
20 in the cost-of-living index. No later than the end of the fiscal year,  
21 each ((college)) district shall certify to the college board that it  
22 has spent funds provided for cost-of-living increases on salaries and  
23 salary-related benefits.

24 ((+e)) (d) The college board shall include any funded cost-of-  
25 living increase in the salary base used to determine cost-of-living  
26 increases for academic employees in subsequent years.

27 ((+d)) (e) Beginning with the 2001-2002 fiscal year, and for each  
28 subsequent fiscal year except for the 2003-04 and 2004-05 fiscal years,  
29 the state shall fully fund the cost-of-living increase set forth in  
30 this section.

31 (2) For the purposes of this section, "cost-of-living index" means,  
32 for any fiscal year, the previous calendar year's annual average  
33 consumer price index, using the official current base, compiled by the  
34 bureau of labor statistics, United States department of labor for the  
35 state of Washington. If the bureau of labor statistics develops more  
36 than one consumer price index for areas within the state, the index  
37 covering the greatest number of people, covering areas exclusively

1 within the boundaries of the state, and including all items shall be  
2 used for the cost-of-living index in this section.

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