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SENATE BILL 5304

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State of Washington

59th Legislature

2005 Regular Session

By Senators Jacobsen, Poulsen and Kline

Read first time 01/19/2005. Referred to Committee on Labor, Commerce, Research & Development.

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

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

5 NEW SECTION. **Sec. 1.** The legislature finds that the community and  
6 technical colleges offer quality, cost-effective instructional programs  
7 to the citizens of the state. The legislature also finds that an  
8 experienced, educated faculty, up-to-date in respective disciplines and  
9 effective teaching techniques is vital to the quality of instruction.  
10 The legislature further finds that a system of compensation for all  
11 academic employees that recognizes experience, education, and  
12 continuing professional development will foster quality teaching  
13 throughout the faculty ranks. It is the intent of the legislature that  
14 state appropriations be adjusted to an amount which, together with  
15 faculty turnover savings, provides for a fair and equitable funding of  
16 faculty salary increments for both part-time and full-time faculty.

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

1 (1) Community and technical college boards of trustees shall award  
2 faculty salary increments based on local agreements developed under  
3 chapter 28B.52 RCW. Each biennium, the state board for community and  
4 technical colleges shall submit in its biennial budget request an  
5 amount of funds, which together with faculty turnover savings, is  
6 sufficient to cover the projected costs of increments for the community  
7 and technical college system. It is the intent of the legislature that  
8 the annual cost of salary increments under this subsection, exclusive  
9 of turnover savings, should be funded by legislative appropriation, not  
10 to exceed three percent of the faculty salary base. Upon receipt of a  
11 line item appropriation from the legislature, the state board for  
12 community and technical colleges shall distribute the funds to the  
13 college districts in a fair and equitable manner. Allocation from the  
14 state board for community and technical colleges shall recognize  
15 turnover savings.

16 (2) The state board for community and technical colleges shall  
17 convene a task force comprised of representatives from the state board,  
18 the presidents' organization, the trustees' organization, the  
19 faculties' organization as defined by RCW 28B.52.020(7), as well as the  
20 Washington part-time faculty association, to advise the state board on  
21 guidelines for the fair and equitable distribution of increment funds  
22 to both part-time and full-time faculty.

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

25 (1) The community and technical college boards of trustees shall  
26 use the collective bargaining process to develop local agreements for  
27 the awarding of part-time faculty increments using the principles in  
28 this subsection.

29 (a) Part-time faculty salary increments shall be equitable and  
30 comparable to full-time salary schedules. Colleges are encouraged to  
31 allot increments in a manner so as to decrease the disparity between  
32 part-time and full-time faculty pay; in no case may part-time faculty  
33 increments contribute to an increase in the disparity between part-time  
34 and full-time salaries.

35 (b) When a part-time faculty member is first hired, his or her  
36 prior teaching experience shall be counted in placing him or her at the  
37 appropriate increment step.

1 (c) Experience gained by part-time faculty at other institutions of  
2 higher learning, including other community and technical colleges,  
3 shall be counted toward moving up the increment scale.

4 (d) Current part-time faculty shall be placed on any new increment  
5 scale according to prior experience, and in no case may they receive a  
6 lower salary rate than their current one.

7 (e) The number of part-time incremental steps should be comparable  
8 to the number of full-time incremental steps, so as to ensure that  
9 long-term part-time faculty remain eligible for moving up the increment  
10 scale.

11 (2) If local part-time faculty increment scales include a service  
12 component, then the college shall provide equal access for the part-  
13 time faculty in their efforts to attain service credits, engage in  
14 professional development, and keep up with their disciplines through  
15 continuing education. If necessary, the colleges shall develop  
16 policies to support part-time faculty in these endeavors, including the  
17 granting of professional leave.

18 (3) The colleges shall have their part-time salary increment scales  
19 in place within one year of the effective date of this section, and  
20 salary increments shall be awarded to part-time faculty retroactive to  
21 the beginning of fall quarter 2005.

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