
SENATE BILL 5871

State of Washington

59th Legislature

2005 Regular Session

By Senators Jacobsen and Kohl-Welles

Read first time 02/10/2005. Referred to Committee on Labor, Commerce, Research & Development.

1 AN ACT Relating to higher education; adding new sections to chapter
2 28B.50 RCW; and creating new sections.

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

4 NEW SECTION. **Sec. 1.** The legislature finds that:

5 (1) The state community and technical colleges offer quality, cost-
6 effective instructional programs to the citizens of our state;

7 (2) An experienced, educated faculty is essential to the quality of
8 community and technical colleges;

9 (3) The colleges benefit from a stable faculty work force with
10 little turnover, which is best ensured by equitable compensation
11 practices that encourage both recruitment and retention of high quality
12 faculty;

13 (4) In order to continue to develop and grow in their profession,
14 college faculty need salaries commensurate with their education and
15 training;

16 (5) In order to retain quality faculty, the colleges need to
17 compensate experienced faculty for their knowledge and their skills;
18 and

1 (6) Good business practice and faculty morale is best served by the
2 principle of equal pay for equal work.

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

5 (1) Each community and technical college shall have only one salary
6 schedule for all faculty.

7 (2) Each community and technical college shall have only one
8 increment or step increase schedule for all faculty.

9 (3) Upon hiring, faculty must be placed on the appropriate step in
10 the salary schedule, based upon degree, experience, and other pertinent
11 factors.

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

14 (1) Upon hiring, part-time faculty must be placed on the
15 appropriate step in the salary schedule, based upon degree, experience,
16 and other pertinent factors, comparable to full-time faculty with
17 comparable qualifications and experience.

18 (2) Part-time faculty must be paid on a pro rata basis, based upon
19 the percentage of a full-time faculty teaching load. Part-time faculty
20 who work fifty percent of a full-time teaching load must be paid fifty
21 percent of the full-time salary.

22 (3) Part-time faculty must move up on the increment salary schedule
23 on a pro rata basis, based upon the percentage of a full-time faculty
24 teaching load. Part-time faculty who work fifty percent of a full-time
25 faculty teaching load must move up fifty percent of the regular annual
26 step increment.

27 (4) Part-time faculty will be allowed to teach up to a full-time
28 load in fall, winter, and spring quarters at each campus.

29 (5) Part-time faculty who teach at more than one institution of
30 higher education will have all of their experience counted at each
31 institution. A part-time faculty member who teaches fifty percent at
32 one community college, and fifty percent at another community college,
33 must move up one annual salary increment at each college.

34 (6) Part-time faculty may be assigned nonteaching duties by their
35 hiring department on a pro rata basis, based upon the percentage of a
36 full-time teaching load. For example, if full-time faculty work nine

1 hours a week in nonteaching duties, a part-time faculty who teaches a
2 fifty percent load may be asked to work four and one-half hours a week
3 in nonteaching assignments.

4 NEW SECTION. **Sec. 4.** (1) Each community and technical college
5 must implement sections 2 and 3 of this act by July 1, 2006.

6 (2) The legislature intends to provide the necessary funds to the
7 community and technical colleges for the implementation of sections 2
8 and 3 of this act.

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