
SUBSTITUTE SENATE BILL 6397

State of Washington

59th Legislature

2006 Regular Session

By Senate Committee on Labor, Commerce, Research & Development
(originally sponsored by Senators Kohl-Welles, Schmidt, Pridemore,
Jacobsen, Kline and Shin)

READ FIRST TIME 01/30/06.

1 AN ACT Relating to academic employee salary increments for
2 community and technical colleges; adding new sections to chapter 28B.50
3 RCW; and 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 high quality, cost-effective instructional
7 programs to the citizens of the state. The legislature finds that
8 academic employee morale and willingness to invest in professional
9 development, and academic employee recruitment and retention, are
10 improved by consistent and predictable practices that provide salary
11 increases to recognize two-year college academic employees who upgrade
12 their skills and professional experience. It is the intent of the
13 legislature that state appropriations be adjusted to an amount which,
14 together with academic employee turnover savings, provide for
15 consistent and predictable funding of academic employee salary
16 increases for state-funded academic employees who qualify through
17 experience, professional development, and training pursuant to local
18 collective bargaining.

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

3 The definitions in this section apply throughout this section and
4 section 3 of this act unless the context clearly requires otherwise.

5 (1) "Associated benefits" means those compensation benefits that
6 are based on a percent of an employee's salary, such as retirement and
7 old age survivors insurance.

8 (2) "Academic employee" has the same meaning as in RCW 28B.52.020,
9 which means any teacher, counselor, librarian, or department head, who
10 is employed by any college district, whether full or part time, with
11 the exception of the chief administrative officer or, and any
12 administrator in, each college district.

13 (3) "General salary increase" means the salary adjustment granted
14 by the legislature for cost-of-living increases as provided in RCW
15 28B.50.465.

16 (4) "Increments" means an increase in the base salary of an
17 academic employee. Increments may be based on time, such as completing
18 another year of employment, completing specific requirements, such as
19 certification, or a combination of time and requirements.

20 (5) "Turnover savings" is the ongoing permanent difference between
21 the compensation level of an academic employee who is no longer
22 employed and the compensation level of the academic employee
23 replacement. Full-time faculty turnover savings may be captured only
24 when a full-time faculty member is replaced by a full-time faculty
25 member. Similarly, part-time faculty turnover savings may be captured
26 only when a part-time faculty member is replaced by a part-time faculty
27 member. Turnover savings exclude temporary savings such as vacant
28 positions or academic employees on leave, reassignment, or sabbatical.

29 (6) "Salary base" is the prior year's total expenditures for all
30 academic employees' ending salary levels.

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

33 (1) Each biennium, the legislature shall appropriate an amount of
34 funds, which together with academic employee turnover savings, is
35 sufficient to cover the projected state-funded costs of increments for
36 the community and technical college system.

1 (2) The basis for the biennial budget request shall be eight-tenths
2 of one percent of the academic employees' salary base plus the value of
3 associated benefits.

4 (3) The college board shall determine the method of allocating to
5 the community and technical colleges the appropriations granted for
6 academic employee increments, however the amount of the appropriation
7 generated from the proportionate share of the part-time faculty salary
8 base shall be accessible only for part-time faculty. In addition, all
9 part-time faculty turnover savings shall be accessible only for part-
10 time faculty.

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

13 (1) Boards of trustees shall award academic employee salary
14 increments based on local agreements developed under chapter 28B.52
15 RCW.

16 (2) Funds allocated by the state board to local boards of trustees
17 for part-time faculty under section 3 of this act may be used for
18 general salary increases for part-time faculty.

19 (3) Boards of trustees may combine appropriations allocated by the
20 college board for academic employee salary increments with general
21 salary increase funding to increase academic employee increments. To
22 the extent that general salary increase funding is used to pay academic
23 employee increments, the general salary increase shall be reduced by
24 the same amount.

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