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**SUBSTITUTE SENATE BILL 5507**

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**State of Washington**

**62nd Legislature**

**2011 Regular Session**

**By** Senate Higher Education & Workforce Development (originally sponsored by Senators Kilmer, White, Chase, Nelson, Keiser, Conway, Kline, Kohl-Welles, and Murray)

READ FIRST TIME 02/21/11.

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   sections 3 and 4 of this act unless the context clearly requires  
5   otherwise.

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

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

14        (3) "General salary increase" means the salary adjustment granted  
15   by the legislature for cost-of-living increases as provided in RCW  
16   28B.50.465.

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

21        (5) "State board" is the state board for community and technical  
22   colleges.

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

33        (7) "Salary base" is the prior year's total state-funded  
34   expenditures for all academic employees' ending salary levels.

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

37        (1) Subject to the limitations in section 4 of this act, each

1 biennium, the state board shall submit in its biennial budget request  
2 an amount of funds, which together with academic employee turnover  
3 savings, is sufficient to cover the projected state-funded costs of  
4 increments for the community and technical college system.

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

8 (3) The state board shall determine the method of allocating to the  
9 community and technical colleges the appropriations granted for  
10 academic employee increments, provided that the amount of the  
11 appropriation generated from the proportionate share of the part-time  
12 faculty salary base shall only be accessible for part-time faculty. In  
13 addition, all part-time faculty turnover savings, as defined in section  
14 2(6) of this act, shall only be accessible for part-time faculty.

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

17 (1) Subject to subsection (4) of this section, boards of trustees  
18 shall award academic employee salary increments based on local  
19 agreements developed under chapter 28B.52 RCW.

20 (2) Funds allocated by the college board to local boards of  
21 trustees for part-time faculty under the provisions of section 3 of  
22 this act may be used for general salary increases for part-time  
23 faculty.

24 (3) Boards of trustees may combine appropriations allocated by the  
25 college board for academic employee salary increments with general  
26 salary increase funding to increase academic employee increments. To  
27 the extent that general salary increase funding is used to pay academic  
28 employee increments, the general salary increase shall be reduced by  
29 the same amount.

30 (4) Awards of academic employee salary increments shall be  
31 suspended if there is a:

32 (a) Reduction of allotments by the governor pursuant to RCW  
33 43.88.110(3); or

34 (b) Reduction by the legislature from one biennium to the next or  
35 within a biennium of appropriated funds based on constant dollars using

1 the implicit price deflator.

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