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**SENATE BILL 5557**

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**State of Washington**

**68th Legislature**

**2023 Regular Session**

**By** Senators Liiias, Hasegawa, Valdez, Conway, Hunt, Keiser, Lovick, Nguyen, Nobles, Saldaña, Salomon, Stanford, Wellman, and C. Wilson

Read first time 01/25/23. Referred to Committee on Higher Education & Workforce Development.

1 AN ACT Relating to pay equity for part-time faculty; adding a new  
2 section to chapter 28B.50 RCW; and creating a new section.

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

4 NEW SECTION. **Sec. 1.** The legislature finds that an overreliance  
5 on poorly paid, job insecure part-time faculty in the community and  
6 technical colleges harms students, faculty, the colleges, and our  
7 communities. The state legislature first took steps to address this  
8 issue in 1996 through passage of a bill requiring an audit of  
9 compensation for part-time faculty and establishing the best  
10 practices for part-time employment. Between 1997 and 2007 the  
11 legislature allocated funds to address this problem, but the problem  
12 remains. In some colleges, part-time faculty are paid as little as 52  
13 percent of full-time faculty for teaching the same class and  
14 possessing the same qualifications. Repeated evaluations of  
15 compensation and the other best practices have failed to produce  
16 substantive progress for the majority of faculty in the community and  
17 technical colleges.

18 The legislature also finds that this salary disparity leads to  
19 the need for part-time faculty to teach more classes than is ideal,  
20 work additional jobs to make ends meet, or leave the teaching  
21 profession for a better salary. Students are harmed when a part-time

1 teacher is unavailable for office hours or for consultation in future  
2 quarters, or when they are not aware of the student resources  
3 available to struggling students. Furthermore, inadequate salaries  
4 lead to a less diverse part-time faculty pool because economic  
5 privilege is almost a necessity in order to remain a part-time  
6 faculty member. All faculty are harmed when their part-time  
7 colleagues are unable to contribute to program development,  
8 governance, and other "life of the college" activities. Colleges are  
9 harmed when they spend time rehiring faculty quarter to quarter, year  
10 after year due to high turnover rates. Communities are harmed when  
11 workers do not earn enough to participate in the economy fully and  
12 when they must rely on the safety net for adequate food, rent, health  
13 care, and more.

14 It is the intent of the legislature to achieve pay equity for  
15 part-time and adjunct faculty relative to their full-time and tenured  
16 peers. Therefore, the legislature intends to establish a part-time  
17 salary minimum of 85 percent of full-time, comparably qualified  
18 faculty recognizing that approximately 85 percent of a full-time  
19 faculty member's work is student and instruction related. The  
20 remaining 15 percent relates to committee work, program development,  
21 student club advising, and other activities. State funding to  
22 increase part-time salaries to 85 percent will result in the ability  
23 of part-time faculty to be more available to students and to become  
24 more firmly rooted in their college over time. Pay equity will make  
25 teaching at the community and technical colleges a more viable career  
26 path for candidates who cannot afford to teach part-time, very often  
27 including candidates from historically marginalized communities.  
28 Greater diversity among part-time faculty will lead to greater  
29 diversity of candidates for full-time positions.

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

32 (1) Subject to amounts appropriated specifically for this  
33 purpose, community and technical colleges shall develop and implement  
34 plans to provide compensation to part-time and adjunct faculty that  
35 equals or exceeds 85 percent of the compensation provided to  
36 comparably qualified full-time and tenured faculty by the 2026-27  
37 academic year.

38 (2) The college board shall transmit a report with an update on  
39 progress both at the system and individual college-level toward

1 meeting the 85 percent pay equity goal to the governor and the higher  
2 education committees of the legislature by January 1, 2025, in  
3 accordance with RCW 43.01.036. By December 1, 2027, the college board  
4 shall report to the governor and the higher education committees of  
5 the legislature the implementation status of pay equity plans  
6 required by this section. At a minimum, the report must include:

7 (a) The percentage of full-time pay attained by part-time and  
8 adjunct faculty;

9 (b) Data that includes the race, ethnicity, and other demographic  
10 characteristics of faculty contracts not meeting pay equity plans;

11 (c) Data that includes the academic department of faculty  
12 contracts not meeting pay equity plans; and

13 (d) Progress at the college-level toward meeting pay equity plans  
14 set forth in this section.

15 (3) The standards used in this section to determine pay equity  
16 must be based on the instructional work of the faculty, including  
17 direct student support, time in class, preparation for class, grading  
18 and assessment, and office hours equivalent to those required for  
19 full-time tenure-track faculty under the relevant collective  
20 bargaining agreement.

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