
SENATE BILL 5495

State of Washington

60th Legislature

2007 Regular Session

By Senators Kohl-Welles, Shin, Kilmer, Clements, Benton, Franklin, McAuliffe and Rasmussen; by request of State Board for Community and Technical Colleges

Read first time 01/22/2007. Referred to Committee on Higher Education.

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.** (1) The legislature finds that the community
6 and 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 (2) The legislature further finds that the state board for
2 community and technical colleges should examine the concept of a
3 statewide salary allocation model and how it could be adopted for
4 community and technical colleges. The purpose of such an allocation
5 model would be to assure fair and functional allocation of compensation
6 for state-funded academic employees including recognition of
7 experience, professional development and training for, for example as
8 is currently available to the common schools of the state. The state
9 board for community and technical colleges shall, in consultation with
10 the various bargaining representatives of the academic employees,
11 recommend an allocation model for the distribution of increments for
12 experience, professional development, and training. The state board
13 shall present its recommended allocation model to the legislature no
14 later than December 1, 2008.

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

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

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

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

27 (3) "General salary increase" means the salary adjustment granted
28 by the legislature for cost-of-living increases as provided in RCW
29 28B.50.465.

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

34 (5) "State board" is the state board for community and technical
35 colleges.

36 (6) "Turnover savings" is the ongoing permanent difference between
37 the compensation level of an academic employee who is no longer

1 employed and the compensation level of the academic employee
2 replacement. Full-time faculty turnover savings may only be captured
3 when a full-time faculty member is replaced by a full-time faculty
4 member. Similarly, part-time faculty turnover savings may only be
5 captured when a part-time faculty member is replaced by a part-time
6 faculty member. Turnover savings exclude temporary savings such as
7 vacant positions or academic employees on leave, reassignment, or
8 sabbatical.

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

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

13 (1) Each biennium, the state board shall submit in its biennial
14 budget request an amount of funds, which together with academic
15 employee turnover savings, is sufficient to cover the projected state-
16 funded costs of increments for the community and technical college
17 system.

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

21 (3) The state board shall determine the method of allocating to the
22 community and technical colleges the appropriations granted for
23 academic employee increments, provided that the amount of the
24 appropriation generated from the proportionate share of the part-time
25 faculty salary base shall only be accessible for part-time faculty. In
26 addition, all part-time faculty turnover savings, as defined in section
27 2(6) of this act, shall only be accessible for part-time faculty.

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

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

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

1 (3) Boards of trustees may combine appropriations allocated by the
2 college board for academic employee salary increments with general
3 salary increase funding to increase academic employee increments. To
4 the extent that general salary increase funding is used to pay academic
5 employee increments, the general salary increase shall be reduced by
6 the same amount.

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